

**MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:****September 2015**

CONSIDERATION TO DISCIPLINE THE  
LICENSE TO TEACH OF LA TISHA MICHELE METTS, CASE # HR 14-073

**STATUTORY AUTHORITY:**

Section 168.071, RSMo

☐Consent  
Item☒Action  
Item☐Report  
Item**DEPARTMENT GOAL NO. 3:**

Missouri will prepare, develop, and support effective educators.

**SUMMARY:**

La Tisha Michele Metts holds a career professional certificate in the areas of Mild/Moderate Cross Categorical, grades K-12, and Elementary Education, grades 1-6.

On May 14, 2014, Ms. Metts submitted an employment application to St. Louis Public Schools and indicated that she held a current teaching certificate in Special Reading and an initial administrator's certificate as an Elementary Principal.

Ms. Metts provided St. Louis Public Schools with a copy of a fraudulent teacher's certificate # 0469274 purportedly issued by the Missouri State Board of Education. There were irregularities on the face of the certificate that indicated it was not a true certificate. The certificate was not genuine or official and was falsified. Ms. Metts does not have and has never had a Missouri teaching certificate in the area of Special Reading or an initial administrator's certificate in the area of Elementary Principal.

On October 16, 2014, the Special Administrative Board of the Transitional School District for the City of St. Louis, which oversees St. Louis Public Schools, discharged Ms. Metts from permanent employment at the St. Louis Public Schools for engaging in immoral conduct by submitting false and misleading documentation relating to her teaching certificate and transcript to the district for personal gain.

Ms. Metts received notice of the hearing, but was neither present nor represented by counsel.

**PRESENTER(S):**

William R. Thornton, General Counsel, will participate in the presentation and discussion of this agenda item.

**RECOMMENDATION:**

It is recommended that the State Board of Education revoke Ms. Metts' teaching certificate pursuant to its authority under Mo. Rev. Stat. § 168.071 (Supp. 2014).

**BEFORE THE STATE BOARD OF EDUCATION  
STATE OF MISSOURI**

<b>IN THE MATTER OF:</b>	)	
	)	
<b>Department of Elementary and</b>	)	
<b>Secondary Education,</b>	)	
<b>Petitioner,</b>	)	
<b>v.</b>	)	<b>Case No. HR 14-073</b>
	)	
<b>La Tisha Michele Metts</b>	)	
<b>Respondent.</b>	)	

Introduction

This matter was held on July 23, 2015, before Cynthia Quetsch, Hearing Officer, designated by the Commissioner of Education. Those present were:

Todd Lucas, Counsel for the Department of Elementary and Secondary Education;  
 Robyn Segall, Supervisor, Educator Certification, Department of Elementary and Secondary Education; and  
 Billie Jo Keim, Legal Assistant.

Findings of Fact

1. La Tisha Michele Metts, Respondent, holds a career professional certificate in the areas of Mild/Moderate Cross Categorical, grades K-12 and Elementary Education, grades 1-6 issued on August 15, 2012, which will expire on August 15, 2111. (Petitioner's Exhibit 1) (Transcript page 5, line 23-page 6, line 21).
2. On or about May 14, 2014, Respondent submitted an employment application to St. Louis Public Schools and indicated that she held a current teaching certificate in Special Reading and an initial administrator's certificate as an Elementary Principal. (Petitioner's Exhibits 2 and 7) (Transcript page 7, line 4-page 8, line 10).
3. Respondent provided St. Louis Public Schools with a copy of a Teacher's Certificate # 0469274 purportedly issued by the Missouri State Board of Education. That certificate was not issued by the Missouri State Board of Education to Respondent. There were irregularities on the face of the certificate that indicated it was not a true certificate. Specifically, the format of the document did not match the format of official certificates, the positioning of educational information was incorrect, certain words were misspelled, the method of identifying dates used figures the State Board does not use, Respondent's name was misspelled, and the appearance of the certificate was the style issued prior to June, 2011, but the certificate indicated it was printed on

April 16, 2013. The certificate was not genuine or official and was falsified. (Transcript page 12, line 1–page 13, line 5; page 14, line 12–page 17, line 3; page 18, lines 6–11)

4. The application to St. Louis Public School contained a statement; “I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge.” (Petitioner’s Exhibit 7)
5. On or about October 16, 2014, the Special Administrative Board of the Transitional School District for the City of St. Louis, which oversees St. Louis Public Schools, discharged Respondent from permanent employment at the St. Louis Public Schools for engaging in immoral conduct by submitting false and misleading documentation relating to her teaching certification and transcript to the district for personal gain. (Petitioner’s Exhibit 7)
6. Respondent applied to the Department of Elementary and Secondary Education for a Missouri certificate in the area of Special Reading, grades K-12, but that application was denied on October 10, 2008 because she did not have sufficient course work to qualify. (Petitioner’s Exhibit 3) (Transcript page 6, lines 7–17)
7. The records of the Department of Elementary and Secondary Education show that the certificate number found on the certificate Respondent provided to the District was assigned to someone other than Respondent. The certificate issued by the Department to Respondent does not contain a number. Respondent is assigned a number by the Department, but it is not the one on the certificate she provided to the District. (Transcript page 17, line 21–page 18, line 5 and page 19, lines 13–18).
8. Respondent does not have and has never had a Missouri teaching certificate in the area of Special Reading or an initial administrator’s certificate in the area of Elementary Principal. (Petitioner’s Exhibits 1 and 6) (Transcript page 6, lines 7–21 and page 18, line 20–page 19, line 10).
9. By letter dated October 27, 2014, Respondent received notice of this complaint and of a hearing scheduled for December 17, 2014. On December 15, 2014, the Department received a letter from Maurice Belle of The Law Group, LLC indicating his office represented Respondent and requesting a continuance. (Petitioner’s Exhibit 8). The hearing was continued to July 23, 2015 and Mr. Belle was notified by email and first-class mail. (Petitioner’s Exhibit 9). Neither notice was returned. (Transcript page 23, line 1–page 25, line 4).
10. A hearing was held on July 23, 2015, before Cynthia Quetsch, Hearing Officer. Although having received notice, Respondent did not attend personally or through counsel (Transcript page 2, line 2–page 3, line 3).

### Conclusions of Law

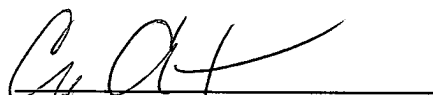
1. Mo. Rev. Stat. 168.071.1 (3) (Supp. 2014) authorizes the State Board of Education to refuse to issue or renew a certificate, or may, upon hearing, discipline the holder of a certificate of license based upon evidence that "*the certification was obtained through use of fraud, deception, misrepresentation or bribery.*"
2. Mo. Rev. Stat §168.071.1 (3) (Supp. 2014) authorizes the State Board of Education to refuse to issue or renew a certificate, or may, upon hearing, discipline the holder of a certificate of license based upon evidence of "*incompetence, immorality, or neglect of duty by the certificate holder.*"
3. The Missouri Court of Appeals for the Southern District stated that immorality relates to a:
 

*Wrongful intent or conscious disregard of established mores such that the act itself bespeaks or permits the presumption of knowledge of its wrongful character. Howard v. State Board of Education, 913 S.W.2d 887, 891 (Mo. App. S.D., 1995).*
4. The submission of falsified documents when seeking employment or advancement as a teacher is fraud, deception, misrepresentation and immorality.
5. Based upon Mo. Rev. Stat. §168.071.1(2) and (3) (Supp. 2014), the State Board of Education is authorized to suspend or revoke any certification held by Respondent.
6. Based upon Mo. Rev. Stat. §168.071 (Supp. 2014), the State Board of Education may suspend or revoke the all certifications of La Tisha Michele Metts.

### Recommendation

Respondent submitted fraudulent documentation which misrepresented her credentials in order to pursue advancement in her employment as a teacher. This conduct was immoral. It is recommended that the State Board of Education revoke all certificates of license to teach of La Tisha Michele Metts pursuant to its authority under Mo. Rev. Stat. § 168.071 (Supp. 2014).

Submitted this 24<sup>th</sup> day of August 2015, by  
the Hearing Officer for the Commissioner  
of Education.

  
 Cynthia Quetsch  
 Hearing Officer

1 BEFORE THE MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY  
EDUCATION

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HEARING OF:  
LATISHA MICHELE METTS

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July 23, 2015  
Missouri Department of Elementary and Secondary Education  
205 Jefferson Street  
Jefferson City, MO

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Before:

12

Cynthia Quetsch - Hearing Officer

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Also present: Todd Lucas - Assistant Attorney General

14

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THE COURT REPORTER:

16

Jenna Petree

MIDWEST LITIGATION SERVICES

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2511 Broadway Bluffs

Columbia, MO 65201

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573-449-0561

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1 PROCEEDINGS

2 MS. QUESTCH: Good morning. This hearing is  
3 the matter of Department of Elementary and Secondary  
4 Education versus LaTisha Michele Metts and has been  
5 designated Hearing 14-073.

6 This hearing is being held pursuant to Section  
7 168.071 of the Revised Statutes of Missouri, which  
8 authorizes the State Board of Education to suspend or  
9 revoke a certificate of license to teach if the certificate  
10 holder has pleaded to or been found guilty of a felony or  
11 crime involving moral turpitude under the laws of this  
12 state or any other state or of the United States, or any  
13 other country, whether or not sentence is imposed or there  
14 is evidence of incompetence, immorality or neglect of duty  
15 by the certificate holder.

16 Administrative rules adopted by the State  
17 Board of Education pursuant to this statute authorizes the  
18 Commissioner of Education to designate a hearing officer in  
19 these matters. My name is Cynthia Quetsch and I have been  
20 designated to hear this case.

21 Unless otherwise provided under Section  
22 168.071, this hearing is being held pursuant to the  
23 Procedural Rules of Chapter 536, the Administrative  
24 Procedures Act.

25 The certificate holder, LaTisha Metts, is not

1 present at the hearing, either personally or through  
2 counsel. Assistant Attorney General Todd Lucas is present  
3 on behalf of the State.

4 Mr. Lucas, did you want to make an opening  
5 statement?

6 MR. LUCAS: Yes, I would. Good morning. As  
7 was mentioned, my name is Todd Lucas. I'm an Assistant  
8 Attorney General here on behalf of the Department of  
9 Elementary and Secondary Education.

10 The evidence today will show that LaTisha  
11 Metts currently holds two certificates to teach in the  
12 state of Missouri. Ms. Metts used a falsified teaching  
13 certificate to obtain her employment with the St. Louis  
14 Public School District and also used said certificate to seek  
15 a promotion within the school district.

16 You will hear testimony today as to how the  
17 false certificate was discovered, as well as hear in-depth  
18 analysis as to how it was considered falsified. Section  
19 168.071 of the Revised Statutes of Missouri authorizes the  
20 Board of Education to discipline a certificate and states  
21 in pertinent part that the State Board of Education may  
22 refuse to issue or renew a certificate or may, upon  
23 hearing, discipline the holder of a certificate of license  
24 to teach for the following causes: in Subsection 2, the  
25 certification was obtained through use of fraud, deception,

1 or misrepresentation, or bribery; Subsection 3, there is  
2 evidence of incompetence, immorality, or neglect of duty by  
3 the certificate holder.

4 After hearing the evidence, and with that in  
5 mind, I would ask that the Department of Elementary and  
6 Secondary Education -- or actually that the Board of  
7 Education -- discipline Ms. Mett's certificate to teach  
8 appropriately. Thank you.

9 MS. QUESTCH: You may call your first witness.

10 MR. LUCAS: The Department would call Ms.  
11 Robyn Segall.

12 ROBYN SEGALL, having been first duly sworn, testifies as  
13 follow:

14 Q Robyn, could you please state and spell your  
15 name for the record, please?

16 A My name is Robyn Segall. My first name is  
17 spelled R-o-b-y-n. My last name is S-e-g-a-l-l.

18 Q And Robyn, are you currently employed?

19 A I am.

20 Q Where?

21 A At the Missouri Department of Elementary and  
22 Secondary Education in the Office of Educator Quality in  
23 the Educator Certification Section.

24 Q And what are your duties in the Education  
25 Certification Section?

1           A     I'm a certification supervisor, which means  
2     that I oversee the issuance of teaching certificates for  
3     the state of Missouri in various content fields.

4           Q     And are you aware of the Department of  
5     Elementary and Education's case against LaTisha Metts?

6           A     Yes, I am.

7           Q     Could I first have you turn to Exhibit 1,  
8     which I've previously given you. Do you recognize that?

9           A     I do.

10          Q     What is it?

11          A     It is a printout of a teaching certificate  
12     listing of the areas of certification that are held  
13     currently by LaTisha Metts.

14          Q     And is that document something that's maintain  
15     by DESE in the ordinary course of business?

16          A     Yes.

17          Q     And is this a true and accurate copy of  
18     Ms. Metts' certificate status?

19          A     Yes.

20                 MR. LUCAS: I would offer Exhibit 1 into  
21     evidence.

22                 MS. QUESTCH: It is received.

23          Q     And, Robyn, looking at Exhibit 1, what  
24     certifications does Ms. Metts hold?

25          A     Ms. Metts holds a career teaching certificate

1 in two content fields; elementary education, Grades 1-6;  
2 and mild to moderate cross-categorical disabilities, Grades  
3 Kindergarten through 12.

4 Q And are both of those certificates current and  
5 active?

6 A Yes, they are.

7 Q Did Ms. Metts ever apply for additional  
8 certification?

9 A She submitted a request for an evaluation in  
10 the area of special reading.

11 Q And what does it mean to submit or request  
12 evaluation for special reading?

13 A Special reading is an add-on area to an  
14 existing certificate. She wanted to see if she was  
15 eligible to be able to teach in that field and it was  
16 determined upon evaluation that she was not eligible at  
17 this time. She had too many deficiencies.

18 Q And so her current certification is only in  
19 elementary education, grades 1-6 and mild to moderate  
20 cross-categorical K through 12?

21 A That's correct.

22 Q Okay. I know have you -- the second page of  
23 Exhibit 1, does that list any names that Ms. Metts goes by  
24 aside from LaTisha Metts?

25 A There is a former name using her middle

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1 initial of LaTisha M. Metts, but other than that, it only  
2 shows the last name of Metts. There are no other last  
3 names listed on this paperwork.

4 **Q And now could I have you turn to Exhibit 2.**  
5 **Actually before we get to Exhibit 2, how did you come to**  
6 **hear about Ms. Metts?**

7 A Okay. Well, I received a phone call from St.  
8 Louis Public Schools. A woman named Joyce Robinson, who is  
9 a human resource generalist at that school district called  
10 me telling me -- I was on speakerphone -- and she let me  
11 know that that Latisha Metts was in her office and wanted  
12 to know -- that Ms. Metts was concerned that areas of  
13 certification that she currently held were not listed on  
14 her current certification record in our computer. And  
15 Ms. Robinson asked me to see if I could figure out what had  
16 happened to those areas or to investigate what had  
17 happened. And so with that information I told Joyce to  
18 hold on. I put her on hold and I dug through our computer  
19 system, went to our prior system and there was no listing  
20 of any other certificates other than the two that we just  
21 discussed that are on her paperwork now.

22 **Q And at the time that you were talking to**  
23 **Ms. Robinson did she provide you with a teacher certificate**  
24 **for Ms. Metts?**

25 A She said to me, "Robyn, I'm holding her actual

1 teaching certificate that does list two additional areas of  
2 special reading certification and as principal." I said  
3 that we certainly don't see those two. Do you mind faxing  
4 that to me so I can investigate even further and look at  
5 some of the certificate numbers that's on it and maybe do  
6 some investigation that way. And that certificate at that  
7 time was faxed to me by Joyce.

8 Q In looking at Exhibit 2, is that the  
9 certificate that was faxed to you?

10 A Yes, it is a copy of it.

11 Q Is that a true and accurate copy of what you  
12 received from the St. Louis Public School District?

13 A Yes.

14 MR. LUCAS: I would offer Exhibit 2 into  
15 evidence.

16 MS. QUESTCH: It is received.

17 Q And now I would like to go through this  
18 certificate with you. First, looking at the upper right  
19 corner -- not total upper right corner -- but there are  
20 three degrees listed there. What are those three degrees?

21 A On this certificate it shows that she has a  
22 bachelor of science that was earned in 2002, a master of  
23 arts that was earned in 2004, and a doctorate that was  
24 earned in 2008.

25 Q And does DESE have any record of those

1       **degrees?**

2                   A       We do have record of a bachelors degree earned  
3       in 2002, but we do not have any verification of either a  
4       master's from 2004 or a doctorate at all.

5                   **Q       And could I have you turn to Exhibit 3. What**  
6       **is that?**

7                   A       Exhibit 3 is an application for an additional  
8       teaching certificate that was submitted to us in 2010 so  
9       that she could add the elementary piece to her initial  
10      certificate of mild to moderate cross-categorical. She had  
11      taken a test in order to add elementary certification to  
12      her record.

13                  **Q       And just to be clear for the record who**  
14      **submitted this application?**

15                  A       LaTisha Metts did. It has her name on it and  
16      her signature is on page two.

17                  **Q       And looking in section two under application**  
18      **data, what degrees does Ms. Metts list in that application?**

19                  A       She list a degree from the University of  
20      Phoenix in business and a degree in special education from  
21      the University of Missouri, St. Louis.

22                  **Q       Is there any reference to a master of arts in**  
23      **2004 on that application?**

24                  A       No, ma'am -- no, sir. Sorry.

25                  **Q       Would someone typically list all of their**

1       **degrees on application like this?**

2               A       Absolutely. You would want to be recognized  
3       for the hard work that you achieved.

4               Q       **Just to rehash a little bit; is this a true**  
5       **and accurate copy of the application DESE received from**  
6       **Ms. Metts?**

7               A       Yes.

8               MR. LUCAS: I would offer Exhibit 3 into  
9       evidence.

10              MS. QUESTCH: It is received.

11              Q       **And now could I have you turn to Exhibit 4.**  
12       **Do you you recognize that?**

13              A       It is a copy of the University of Missouri St.  
14       Louis, transcript that we have on file.

15              Q       **And is that a true and accurate copy of that**  
16       **transcript to your knowledge?**

17              A       Yes.

18              Q       **Is that something that was located in**  
19       **Ms. Metts' file with DESE?**

20              A       Yes.

21              MR. LUCAS: I would offer Exhibit 4 into  
22       evidence.

23              MS. QUESTCH: It is received.

24              Q       **And looking at Exhibit 4 up at the top center**  
25       **of the page, what is located there?**

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1           A     There is a section, it's kind of cut off, but  
2     you can see the words "degree awarded" and it shows that  
3     she has a degree from the University of Phoenix, a BS in  
4     business management that was earned in 2002.

5           Q     And does this record reflect when it was  
6     printed out?

7           A     Down at the bottom right-hand corner it shows  
8     July 16, it's quite foggy, but I do believe that says 2008.

9           Q     And up in the upper-left corner under  
10    University of Missouri, St. Louis does that also say  
11    June 28 of 2008?

12          A     Yes.

13          Q     And is that also to your knowledge when it was  
14    printed?

15          A     That is where the University of Missouri, St.  
16    Louis post their date of printing.

17          Q     Okay. And is there any record on this  
18    transcript that Ms. Metts received any degrees in 2004?

19          A     None.

20               MR. LUCAS: Did I offer Exhibit 4?

21               MS. QUESTCH: Yes.

22          Q     And now turning back to Exhibit 2, just to  
23    rehash, the certificate here list that Ms. Metts had a  
24    master's issued to her in 2004?

25          A     Yes, it does.

1           **Q     So the certificate lists three degrees that**  
2     **one Ms. Metts may or may not have earned. Were there any**  
3     **other problems with the certificate aside from those**  
4     **degrees?**

5           A     Many. There were a lot of oddities, I guess we  
6     could say, in terms of what the certificate looks like  
7     compared to what a certificate should look like that would  
8     have been printed by our office.

9           **Q     And before we get into the oddities of the**  
10    **actual certificate, is there -- I guess it is somewhat of**  
11    **an oddity on the certificate. Are there any misspellings**  
12    **on the certificate?**

13          A     There are. The word "expiration" in the  
14    phrase "expiration date" found in the middle on the far  
15    right-hand side is misspelled. And according to all data  
16    that we have, Ms. Mett's middle name is also misspelled.  
17    All of the data that we have from her transcripts,  
18    certification records in our computer system, all have her  
19    middle name spelled with just one L. And then on this  
20    particular certificate there it shows the last name of  
21    Walker and we don't have any indication that she went by  
22    the name of Walker. That change of name would have been in  
23    our system and it does not exist.

24          **Q     And taking a step back to the spelling of her**  
25    **middle name Michele. On Exhibit 2 how is Michele spelled?**

1 A M-i-c-h-e-l-l-e.

2 Q And looking at Exhibit 1, 3, and 4 how is  
3 Michele spelled on those exhibits?

4 A It's spelled M-i-c-h-e-l-l-e with just one L in  
5 Michele.

6 Q And then with respect to the use of the last  
7 name Walker. Is the last name Walker mentioned on any of  
8 Exhibits 1, 3, or 4?

9 A No.

10 Q And especially on Exhibit 1, page two of  
11 Exhibit 1, we mentioned it a little bit earlier, but would  
12 that contain the name Walker on page two if she had ever  
13 told DESE about her last name being Walker?

14 A Yes.

15 Q Now, to the function of the oddities, the  
16 other oddities that you were discussing. I would first  
17 have you look at Exhibit 5. And what is Exhibit 5?

18 A Exhibit 5 are some copies of some certificates  
19 that were printed -- other people's certificates, not  
20 belonging to Ms. Metts, that we can use for comparison to  
21 some of those oddities that I'm going to be referring to  
22 that are found.

23 Q And these certificates are the same type of  
24 certificate that we are looking at in Exhibit 2?

25 A Yes.

1           **Q     They are just combined on one page?**

2           A     Right. There is different -- yeah, they  
3     are -- on Exhibit 5 they are two separate different  
4     certificates on the first page and then one on the second  
5     page as well.

6           **Q     And to your knowledge these certificates are**  
7     **true and accurate copies that DESE maintains?**

8           A     Yes.

9           MR. LUCAS: I would offer Exhibit 5 into  
10    evidence.

11          MS. QUESTCH: It is received.

12          **Q     Now, speaking of the oddities, in comparing**  
13     **Exhibit 2 to Exhibit 5. We mentioned that the word**  
14     **"expiration" was misspelled on Exhibit 2. Is expiration**  
15     **correctly spelled on these certificates on Exhibit 5?**

16          A     Yes, it is.

17          **Q     Now, going to where it says "effective date"**  
18     **on the certificates, both on Exhibit 2 and Exhibit 5, what**  
19     **is the difference between the wording "effective date" on**  
20     **Exhibit 2 and the wording on Exhibit 5?**

21          A     If you take a look at those specific words  
22     within that box on the chart, the word "date" is centered  
23     in the middle of the word effective on that next line down  
24     on Exhibit 5, but on Exhibit 2 it's off-centered.

25          **Q     And is the same true with the words**

1       **"expiration date"?**

2               A       Expiration date in Exhibit 5 on the valid  
3       certificates that we were able to produce and give to you,  
4       the words "expiration date" are centered within the box;  
5       wherein Exhibit 2 they are on the left margin.

6               **Q       And this may be a little bit harder to notice**  
7       **but on Exhibit 2 under the type of certificate is there**  
8       **anything wrong with the way the certifications are listed?**

9               A       Yes. In Exhibit 2 you can see the words  
10       "Initial Admin. Certification Career Certification." The  
11       word "certification" is not spelled out when we print a  
12       certificate. It's abbreviated to the letters PC. So you  
13       can see on the certification on the accurate certificates  
14       in Exhibit 5 where it would say "Initial PC." Instead of  
15       that it would just say "Career Continuous PC."

16              **Q       And also under the type of certificate, are**  
17       **those in Exhibit 2, are those correctly aligned with one**  
18       **another?**

19              A       No. The elementary education word "career  
20       certification" is kind of a letter-spaced or half-spaced to  
21       the right. It's not in alignment with the other words in  
22       that section of that chart.

23              **Q       Whereas with Exhibit 5 they are in a straight**  
24       **line?**

25              A       Yes.

1           **Q**     And one other difference -- we'll take a step  
2     back. Under expiration date, is the alignment messed up on  
3     those as well?

4           **A**     Yes.

5           **Q**     And on Exhibit 2 it's messed up?

6           **A**     On Exhibit 2 is where it's not aligned. And  
7     then in addition to that, the numeric months on the  
8     expiration date have a placeholder of zero for months that  
9     aren't a two digit month. Whereas our current certificates  
10    are not printed in that way.

11          **Q**     And so just to confirm, Exhibit 5 looking at  
12    the top certificate, the expiration date says "2/27/2013."  
13    Whereas on Exhibit 2 it says "02" the date and then the  
14    year?

15          **A**     Correct.

16          **Q**     Now, the printed on date in Exhibit 2, what is  
17    significant about that?

18          **A**     The printed on date in Exhibit 2 list  
19    04/16/2012. On June 1 of 2011 our department switched over  
20    to a new computer system and we no longer printed this type  
21    of a license or this certificate. Our certificates are  
22    now, because they are online, are able to printed by the  
23    actual applicant provided they have identifying  
24    information; their Social Security number, last name and  
25    things like that and they can get into the system. So this

Page 17

1 actual type of a certificate with the seal of the State of  
2 Missouri way up at the top, those aren't printed anymore  
3 and they haven't been for over a year.

4 **Q Okay. And then finally the certificate number**  
5 **in the top right corner. What is the certificate number?**

6 A A certificate number was a way that our office  
7 used to identify every certificate that was printed. So  
8 each time somebody added an area, they got a certificate  
9 with a different number. Each time they changed their name  
10 and we altered the certificate and had it printed, it had a  
11 different number. So the certificate number used to be  
12 attached to the one item that was printed for that purpose.

13 **Q And does DESE have any way of tracing who**  
14 **received each certificate number?**

15 A Yes. In this particular case that was one of  
16 the reasons why I first asked Ms. Robinson to fax me a copy  
17 of this because I wanted to find out what 0469274 equated  
18 to. So I asked my colleague, who works in my department,  
19 to create an IT query so that we could find out who 0469274  
20 belonged to and we did get information about that.

21 **Q And did 0469274 come back as a certificate**  
22 **issued to Ms. Metts?**

23 A No, it came back as a certificate that was  
24 issued for a duplicate certificate based for a woman who  
25 now currently lives in Iowa whose name is Cheryl Blaze.

1           Q     And is it possible that there could have been  
2     duplicate certificate numbers that Ms. Metts would have  
3     gotten and Ms. Blaze would have received the same  
4     certificate number?

5           A     No.

6           Q     And after all of that, Ms. Segall, in your  
7     opinion is Exhibit 2 a falsified teaching certificate?

8           A     Yes.

9           Q     To your knowledge did Ms. Metts provide this  
10    certificate to the St. Louis Public School?

11          A     Yes.

12          Q     And did she use it as an attempt for a raise?

13          A     Yes.

14          Q     Did she provide it when she was beginning her  
15    employment at the St. Louis Public School?

16          A     I don't know that answer.

17          Q     Finally I would have you look at Exhibit 6.  
18    Do you recognize that?

19          A     Yes.

20          Q     What is that?

21          A     This is what Ms. Metts' certificate would look  
22    like if printed today. It's her current listing of her  
23    certification information.

24          Q     And is that a true and accurate copy of her  
25    certificate?

1 A Yes.

2 MR. LUCAS: I would offer Exhibit 6 into  
3 evidence.

4 MS. QUESTCH: It is received.

5 Q Does that certificate contain any mention of  
6 certification to be an elementary principal?

7 A No.

8 Q Does it contain any information about a  
9 certification for special reading?

10 A No.

11 MR. LUCAS: I have nothing further for this  
12 witness.

13 MR. LUCAS: Thank you. Does Ms. Metts have an  
14 identified number, certificate number?

15 A She has an educator ID number, which is how we  
16 now track teachers. We no longer put numbers on their  
17 actual certificates. We now have numbers that are attached  
18 to a teacher's file as opposed to the paper certificate.

19 MR. LUCAS: I might be able to clarify.

20 Q The certificate in Exhibit 2, that was the old  
21 type of certificate that was printed by DESE?

22 A Yes.

23 Q Exhibit 6 is the new way that the certificates  
24 are printed by DESE?

25 A Yes.

1           Q     Is Exhibit 5 the old way the certificate was  
2     printed as well?

3           A     Yes.

4           Q     And on Exhibit 6 you no longer provide a  
5     certificate number?

6           A     Correct.

7           Q     And is that because then certificates in  
8     Exhibit 2 and Exhibit 5 were certificates printed by DESE  
9     provided to the certificate holder; whereas Exhibit 6 is  
10    just one printed by the certificate holder?

11          A     Yes. There isn't a way that certificates can  
12    be produced anymore with a certificate number as of June 1  
13    of 2011.

14               MR. LUCAS: Does that clear it up?

15               MS. QUESTCH: I have another question. The  
16    effective date on No. 6 is August 15, 2012. Was that the  
17    first time Missouri gave any kind of certification to  
18    Ms. Metts?

19          A     No, that's her current certification. She did  
20    hold an initial certificate also prior to this, but expired  
21    certification does not appear on our current teaching  
22    certificates.

23               MS. QUESTCH: But do you know when she got the  
24    earlier ones?

25          A     Yes. If you look at Exhibit 1, it's actually

1 listed. The first page of Exhibit 1 she received her  
2 elementary -- or I'm sorry -- her mild to moderate  
3 cross-categorical certificate initially on 8/15/2008 and it  
4 was a four-year certificate. And then she added elementary  
5 by a test endorsement on 2/8/2010. And then both of those  
6 certificates, those initial certificates, after completing  
7 the upgrade requirements and four years of teaching  
8 experience, were upgraded to the continuous career level  
9 and that's what you see on her current certificate in  
10 Exhibit 6, just the listing of her current certification.

11 MS. QUESTCH: The one that she got in 2008  
12 would that have had a number attached to it?

13 A Yes.

14 MS. QUESTCH: And do you know what that number  
15 was?

16 A It's something that I could identify if I had  
17 a computer to look at.

18 MS. QUESTCH: Let me ask you this, was it  
19 0469274?

20 A No.

21 MS. QUESTCH: You're confident in that?

22 A Yes.

23 MR. LUCAS: That's all I have for Ms. Segall.  
24 I do have one other exhibit, Exhibit 7. It is a letter  
25 that was provided to me by the St. Louis Public School

1 District. It involves their investigation into Ms. Metts,  
2 her teaching certificate, as well as other things that were  
3 provided to the school district when she was applying for  
4 her promotion within the school district. I would offer  
5 Exhibit 7 into evidence.

6 MS. QUESTCH: It is received.

7 (A recess was taken.)

8 MR. LUCAS: At this time the Department would  
9 call Billie Jo Keim.

10 BILLIE JO KEIM, having been first duly sworn, testifies as  
11 follows:

12 Q Would you please state and spell your name for  
13 the record?

14 A Billie Jo Keim; B-i-l-l-i-e, J-o, K-e-i-m.

15 Q And, Billie Jo, what is -- where are you  
16 currently employed?

17 A Missouri Department of Elementary and  
18 Secondary Education.

19 Q And what are your -- what is your position?

20 A Legal assistant.

21 Q What are your duties with regard to hearings  
22 as a legal assistant?

23 A To notice up hearings and send out notices to  
24 the parties of the hearing, scheduling hearings, and send  
25 out notices.

1                   Q     Did you send out a notice of hearing to  
2     Ms. LaTisha Metts in this case?

3                   A     Yes.

4                   Q     And did you receive a response to that notice  
5     of hearing?

6                   A     Yes.

7                   Q     I've just handed you what has been marked as  
8     Exhibit 8. Do you recognize that?

9                   A     Yes.

10                  Q     What is it?

11                  A     This a letter from Maurice Bell, basically  
12     he's stating in this letter he is representing LaTisha  
13     Metts and is requesting a continuance of the hearing.

14                  Q     And is that a true and accurate copy of the  
15     letter that was sent to you?

16                  A     Yes.

17                  Q     And do you remember by chance how it was sent  
18     to you?

19                  A     It was sent by e-mail and received on  
20     December 15.

21                             MR. LUCAS: I would offer Exhibit 8 into  
22     evidence?

23                             MS. QUESTCH: It is received.

24                  Q     And was a continuance granted for that  
25     December 17 hearing date?

1 A Yes, it was.

2 Q And when was the next hearing date, what month  
3 was that next hearing scheduled for?

4 A The next hearing date was scheduled for March.

5 Q And did the hearing go forward in March?

6 A No, it was continued from March to May.

7 Q And did the hearing go forward in May?

8 A No, it was actually continued from May to  
9 today's date of July 23.

10 Q And in each of those continuances was an order  
11 sent to Maurice Bell?

12 A Yes. It was sent via e-mail and first class  
13 mail.

14 Q And the most recent order letting Ms. Metts  
15 know and Mr. Bell know that the hearing was taking place  
16 today, is that what is Exhibit 9?

17 A Yes.

18 Q And how was Exhibit 9 sent?

19 A It was sent via e-mail and also first class  
20 mail.

21 Q And did you receive any response from Mr. Bell  
22 via e-mail?

23 A No.

24 Q Did the first class mail come back at all?

25 A No.

1                   Q     And to your knowledge has Mr. Bell or  
2     Ms. Metts informed you that Mr. Bell is no longer  
3     representing her?

4                   A     No.

5                   MR. LUCAS: I would offer Exhibit 9 into  
6     evidence.

7                   MS. QUESTCH: It is received.

8                   MR. LUCAS: And with that I have nothing  
9     further.

10                  MS. QUESTCH: When you communicated with  
11     Mr. Bell prior to this last order, did you ever have any  
12     indication that the e-mails were not going through?

13                  A     No. Actually the e-mails were actually coming  
14     from his assistant, Stacey Greet, and that's where I sent  
15     the orders back to via e-mail. And in those e-mails I put  
16     that I was sending a hard copy by mail. So I did not  
17     receive any responses to those e-mails except for the very  
18     first one and from the very first continuance back in  
19     December. And then from there on out I have had no  
20     communication with -- other than sending out the orders --  
21     with Maurice Bell or anybody in his office.

22                  MS. QUESTCH: I don't have anything further.  
23     Did you want to make a closing statement?

24                  MR. LUCAS: Yes, just briefly. The evidence  
25     today shows that Ms. Metts acted with fraud, immorality,

1 and incompetence by using a falsified certificate to both  
2 obtain employment with the Saint Louis Public Schools, as  
3 well as seeking promotion within the St. Louis Public  
4 Schools. Metts showed that -- by doing this, Metts showed  
5 that she did not have the necessary moral character to  
6 teach the children of our country. As defined by several  
7 cases, immoral conduct is conduct which goes beyond a  
8 matter of judgment such that the teacher may properly be  
9 presumed to have prior notice of its wrongful character and  
10 thus may be properly held responsible for her conscious  
11 disregard of established moral standards. Moral conduct is  
12 conduct which is always wrong, just as one can accidentally  
13 or unwittingly dishonest. Immoral conduct requires at  
14 least an inference of conscious intent. And that Youngman  
15 v. Deerhoff, which is 890 S.W. 2d 330.

16 Given that Ms. Metts acted with immoral  
17 conduct, as well as showing her incompetence by using a  
18 falsified certificate, I would ask that the Missouri Board  
19 of Education revoke her certification to teach.

20 MS. QUESTCH: Off the record.

21 (A recess was taken.)

22 THE COURT: This concludes the hearing. Thank  
23 you very much.

24 (Hearing concluded at 9:32 a.m.)

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STATE OF MISSOURI )

) ss.

COUNTY OF COLE )

I, Jenna Petree, do hereby certify that the witness whose testimony appears in the foregoing deposition was duly sworn by me; that the testimony of said witness was taken by me to the best of my ability and thereafter reduced to typewriting under my direction; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this deposition was taken, and further that I am not a relative or employee of any attorney or counsel employed by the parties thereto, nor financially or otherwise interested in the outcome of the action.

Court Reporter



## DESE - Certificate Status

## ▶ Selection Criteria

Educator ID: 326802  
 Name: LA TISHA MICHELE METTS  
 Address: 2711 CHAPEL COVE COURT

Social Security Number: [REDACTED]

City: FLORISSANT State: MO Zip: 63031-0000  
 Personal Phone: ( 314 ) 599 - 8339  
 Work Phone: ( ) -  
 Email Address: LATISHA.METTS@SLPS.ORG

[Edit Contact Information](#)

4 record(s)

Certification						
Subject Area/Grade Level	Classification	Effective Date	Expiration Date	Analysis Indicator	Status	Evaluation
MILD/MOD CROSS CATEGORICA K-12	CAREER CPC	08/15/2012	08/15/2111	TAC DESE	ISSUED	
ELEMENTARY ED 1-6	CAREER CPC	08/15/2012	08/15/2111	TEST ENDORSEMENT	ISSUED	
MILD/MOD CROSS CATEGORICA K-12	INITIAL PC	08/15/2008	08/15/2012	TAC DESE	UPGRADED	
ELEMENTARY ED 1-6	INITIAL PC	02/08/2010	08/15/2012	TEST ENDORSEMENT	UPGRADED	

[View Certificate](#)

## ▼ Evaluations

1 record(s)

Evaluation			
Subject Area/Grade Level	Evaluation Date	Status	Evaluation
SPECIAL READING K-12	10/10/2008	Not Eligible - Deficient Courses	<a href="#">View</a>

Email: [certification@desemo.gov](mailto:certification@desemo.gov)

Current User: ALEE Last Modified User: BMCGINN11 Last Modified Date: 6/1/2012 2:05:48 PM  
 "Missouri public schools: the best choice...the best results!"

Online  
 Privacy/Security  
 Policy

Ver. 3.16.10/4





## DESE - Profile

## ▶ Selection Criteria

## Personal Information

- ☐ NO DISCIPLINE SET  
☐ POSSIBLE DISCIPLINE  
☐ SUSPENDED  
☐ REVOKED

First Name

LA TISHA

Middle Name

MICHELE

Last Name

METTS

Suffix

☐ RETIRED☐ DECEASED

System Setup Date: 6/3/2003

SSN:

Educator ID: 326802

Date of Birth: 07/21/1977

Gender: FEMALE

Are you Hispanic or Latino?

☐ Yes ☐ No

Race:

☐ American Indian or Alaskan Native ☐ Asian ☐ Black or African America ☐ Native Hawaiian or Other Pacific Islander ☐ White

Profile UserID: N/A

Save Profile

2 record(s)

Former First Name	Former Middle Name	Former Last Name	Former Suffix	Created Date	Created User
LA TISHA	MICHELE	METTS		05/28/2011	CONVERSION_CURRENTNAME_05312011
LA TISHA	M	METTS		07/17/2008	CONVERSION_05312011

Add

Save

Cancel

## ▼ Contact Information

Address: 2711 CHAPEL COVE COURT

City: FLORISSANT

State: MO

Zip: 63031-0000

Personal Phone: ( 314 ) 599 - 8339

Work Phone: ( ) -

Email Address: LATISHA.METTS@SLPS.ORG

Edit Contact Information

## ▶ Fingerprint Information

## ▶ Praxis II Test(s)

## ▶ Certification Status

## ▶ Application Status

## ▶ National Certification

## ▶ Create Work Item

## ▶ DESE Comments

New Profile

Delete Profile

Email: [certification@dese.mo.gov](mailto:certification@dese.mo.gov)

Current User: ALEE Last Modified User: MWAGNER\_11042011 Last Modified Date: 11/4/2011 7:24:01 AM

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Online  
Privacy/Security  
Policy

Ver. 3.16 1674

PAGE 1 OF 1

COPY FOR TEACHER'S FILE

CERTIFICATE NUMBER **0469274****State of Missouri**This certificate issued by authority  
of the State Board of Education to**Teacher's Certificate**

PRINTED ON THIS DATE: 04/16/2012

**LA TISHA MICHELLE WALKER**is a license to teach in the public schools of  
Missouri as herein specified, unless such  
certificate is revoked.BS - 2002  
MA - 2004  
PHD - 2008

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATE	EFFECTIVE DATE	EXPIRATION DATE
ELEMENTARY PRINCIPAL	K-12	INITIAL ADMIN CERTIFICATION	02/08/2012	02/08/2016
SPECIAL READING	K-12	CAREER CERTIFICATION	03/15/2012	03/15/2111
ELEMENTARY EDUCATION	1-6	CAREER CERTIFICATION	03/15/2012	03/15/2111
MILD/MOD CROSS CATEGORICAL	K-12	CAREER CERTIFICATION	03/15/2012	03/15/2111

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority  
will render the certificate void.
  
 Commissioner of Education

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

LA TISHA MICHELLE WALKER  
2817 DOLFIELD DRIVE  
FLORISSANT MO 63031

EXHIBIT

2

PEN#AD 800-831-8089

COPY FOR TEACHER'S FILE



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
DIVISION OF TEACHER QUALITY AND URBAN EDUCATION  
EDUCATOR CERTIFICATION  
POST OFFICE BOX 480  
JEFFERSON CITY, MISSOURI 65102-0480  
(573) 751-0051

APPLICATION FOR ADDITIONAL CERTIFICATES OF LICENSE TO TEACH

326.802

SECTION I: VITAL INFORMATION

SOCIAL SECURITY NUMBER\*

CURRENT NAME (LAST, FIRST, MIDDLE)

ALL MAIDEN/FORMER NAMES

STREET ADDRESS

CITY, STATE, ZIP CODE

EMAIL ADDRESS

DATE OF BIRTH

MALE ☐

FEMALE ☒

PHONE NUMBERS

H (314) 741-3561

W (314) 599-8339

SECTION II: APPLICATION DATA

A. LIST THE REQUESTED ADDITIONAL CERTIFICATE(S) OF LICENSE TO TEACH:

Subject Area	Grade Level	Subject Area	Grade Level	Subject Area	Grade Level
Elementary Ed.	1-6				

B. EDUCATIONAL DATA: ORIGINAL TRANSCRIPTS FROM ALL COLLEGES/UNIVERSITIES LISTED MUST BE SUBMITTED WITH THIS APPLICATION IF ADDITIONAL COURSEWORK WAS COMPLETED TO ADD THE AREA.

COLLEGE/UNIVERSITY	STATE	DATES ATTENDED		DEGREE
		FROM MO/YR	TO MO/YR	
University of Missouri	MO	9/2000	6/2002	Business
University of MO.	MO	9/2005	8/2008	Speed Ed

C. PRAXIS II TEST OPTION: MUST HOLD A VALID LIFE/PROFESSIONAL CERTIFICATE OF LICENSE TO TEACH

Individuals applying for additional Missouri certificates utilizing Praxis II test results must attach a copy of an official score report from the Educational Testing Service (ETS) for each area of certification requested

Test Number	Score	Test Number	Score	Test Number	Score
0011 test Code	174				

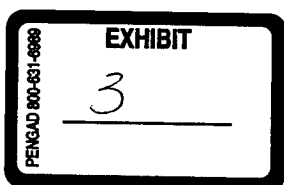
D. PROFESSIONAL CONDUCT (ALL QUESTIONS MUST BE ANSWERED)

Please answer the following questions. If any of the questions are answered yes, please provide a separate statement of explanation.

- Have you ever been charged with, convicted or entered a plea, including a plea of *nolo contendere*, to any felony or misdemeanor whether or not sentence was imposed or suspended, except minor traffic violations? If yes, explain fully
- Have you ever been denied a professional license, certificate, permit, credential, endorsement, or registration?
- Has your professional license (except for driver's license), certificate, permit, credential, endorsement, or registration ever been disciplined, suspended, revoked, reprimanded, restricted, curtailed or voluntarily surrendered or do you have any pending complaints before any regulatory board or agency or is there any investigation or adverse action now pending against you?
- Have you ever resigned, been restricted, disciplined, or discharged from any position, including the armed forces, while under suspicion of having engaged in criminal, immoral, unethical behavior or unprofessional conduct, or are you under investigation for any such charge?

YES NO  
☐ ☒  
☐ ☒  
☐ ☒

\*View the Social Security Number Disclosure at: [http://www.dese.mo.gov/schoollaw/freqaskques/SSN\\_Disclosure.pdf](http://www.dese.mo.gov/schoollaw/freqaskques/SSN_Disclosure.pdf)



FEB 8 2010

2/16/10  
Issued IPC/76/47  
eff. 2/8/10 - 8/15/2012

**E. SWORN AFFADAVIT**

I hereby attest that all information I am submitting is true and complete the best of my knowledge. I understand that any intentional misrepresentation of facts may result in denial or annulment of a license and that classification of statements on and with this attestation may be punishable by law. I authorize law enforcement agencies, courts, offices of prosecuting attorneys, and custodians of employment, school district, military, and licensure records to disclose to the Missouri Department of Education information from the records in their possession. I further authorize these agencies to permit the examination and to furnish copies of all records and other reports and the release of the records. I understand that the specific type of information to be disclosed includes reports of any kind of contained in my record file, regardless of their origin.

**F. IF DETERMINED TO BE ELIGIBLE UPON REVIEW OF MY TRANSCRIPTS AND/OR TEST SCORE(S), I HEREBY REQUEST THAT THE APPROPRIATE CLASSIFICATION AND CERTIFICATE AREA(S) BE ISSUED.**

APPLICANT'S SIGNATURE

DATE

2/4/10

**SECTION III: VERIFICATION OF APPROVED TEACHING EXPERIENCE**

Teaching experience must be contracted and should be at least half-time employment. Substitute teaching and serving as a teacher's aide or assistant does not qualify as teaching experience. Document here total years of teaching experience, which includes those years completed at previous district(s) as well as those years completed at this district.

**NOTE:** If you are not currently employed with an accredited Missouri school district teaching experience **MUST** be documented on the Verification of Teaching Experience form. The form must be signed by an official of the school system where you taught. You may download the form from the following web address <http://www.dese.mo.gov/divteachqual/teachcert/forms.html>.

Total teaching experience at previous district(s) \_\_\_\_\_ years \_\_\_\_\_ months

Total teaching experience at this district \_\_\_\_\_ years \_\_\_\_\_ months

Total approved teaching experience \_\_\_\_\_ years \_\_\_\_\_ months

☐ Applicant is a new hire to this district and has applied for or received a new background/fingerprint clearance.

SIGNATURE OF SCHOOL OFFICIAL

DATE

NAME OF SCHOOL OFFICIAL

TITLE OF SCHOOL OFFICIAL

SCHOOL DISTRICT

SCHOOL ADDRESS

SCHOOL TELEPHONE

PRIVATE OR PAROCHIAL SCHOOL IS ACCREDITED BY

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 5<sup>th</sup> Floor, 205 Jefferson Street, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or Relay Missouri 800-735-2966.

**PLEASE RETURN THIS FORM TO  
EDUCATOR CERTIFICATION, PO BOX 480, JEFFERSON CITY, MISSOURI 65102-0480.  
ORIGINAL SIGNATURE REQUIRED—NO FAXES OR PHOTOCOPIES.**

FEB -

# UNIVERSITY OF MISSOURI

ST LOUIS  
06/27/2008

UNIVERSITY OF PHOENIX  
BS BUS MANA 06/2002

DATE OF BIRTH 07/21 I.D. NUMBER 012-19-7673  
TERM 1ST ENRL WINT 1996 SOC SEC. [REDACTED]  
NAME METTS, LATISHA MICHELE

HIGH SCHOOL  
GRADUATION DATE 06/1995

COURSE NUMBER	COURSE TITLE	GRADE	CR	HRS	REMARKS	COURSE NUMBER	COURSE TITLE	GRADE	CR	HRS	REMARKS
012-19-7673 FALL 1995	GRAMBLING COLL					012-19-7673 WX 2008	UNIV OF MO-STL	GRAD	MA		
BSS 101	FRESHMAN SEMINAR	C	2.0			SPC ED 6410	FAM & SCH IN INCLUS COMM	B	3.0		
ENG 101	FRESHMAN COMPOSITION	A	3.0			TCH ED 6030	INSTR, LRNG & ASSESSMENT	A	3.0		
HED 100	FIRST AID	A	1.0			TCH ED 6910	TCHR ACTION RSRCH CAPSTN	A	3.0		
HIST 103	RECENT AMERICAN HISTORY	C	3.0			TRM HRS 9.0	TRM PTS 33.00	TRM GPA 3.667			
HUM 105	LYCEUM CREDIT	B	1.0			CAM GPA 3.927	MU GPA 3.927	CUM GPA 3.927	GPA HRS	41.0	
PS 201	AMER GOVERNMENT NATIONAL	C	3.0			***** NO ENTRIES BELOW THIS LINE *****					
PSY 200	GENERAL PSYCHOLOGY	A	3.0								
012-19-7673 MAY 1996	UNIV OF MO-STL	A & S	FR								
PSYCH 245	ABNORMAL PSYCHOLOGY	EX	3.0								
WITHDREW 03 06 96											
TRM HRS .0	TRM PTS .00	TRM GPA .000									
012-19-7673 WINT 1996	UNIV OF MO-STL	A & S	FR								
ANTHRO 005	HUMAN ORIGINS	EX	4.0		*						
HIST 082	AFRICAN CIV SINCE 1800	EX	3.0		*						
POL SC 232	AFRICAN AMER & POL SYS	EX	3.0		*						
WITHDREW 04 13 96											
TRM HRS .0	TRM PTS .00	TRM GPA .000									
012-19-7673 FALL 1996	UNIV OF MO-STL	A & S	FR								
BIOL 001	GENERAL BIOLOGY	F	3.0								
ECON 040	INTRO TO AMER ECONOMY	C-	3.0								
ENGLISH 012	LITERARY TYPES	C	3.0								
PSYCH 245	ABNORMAL PSYCHOLOGY	D	3.0								
TRM HRS 9.0	TRM PTS 14.10	TRM GPA 1.175									
012-19-7673 WINT 1997	UNIV OF MO-STL	A & S	FR								
ANTHRO 124	CULTURES OF AFRICA	C-	3.0		*						
ART HS 005	INTRODUCTION TO ART	D	3.0								
ASTRON 011	PLANETS & LIFE IN UNIVER	F	3.0								
SOCIO 010	INTRO TO SOCIOLOGY	B	3.0								
TRM HRS 9.0	TRM PTS 17.10	TRM GPA 1.425									
CAM GPA 1.300	MU GPA 1.300	CUM GPA 1.300	GPA HRS	24.0							
012-19-7673 FX 2005	UNIV OF MO-STL	GRAD	MA								
SPC ED 4301	SPECIAL EDUC ORIENTATION	A	2.0								
TRM HRS 2.0	TRM PTS 8.00	TRM GPA 4.000									
012-19-7673 SX 2006	UNIV OF MO-STL	GRAD	MA								
EDUC 5006	GR WK: ADV PSY TCH & LRNG	A	3.0								
EDUC 5006	GR WK: ADV TCH RDG & ANAL	A	3.0								
TRM HRS 6.0	TRM PTS 24.00	TRM GPA 4.000									
012-19-7673 FX 2006	UNIV OF MO-STL	GRAD	MA								
SPC ED 6412	PSYCH OF EXCEP CHILDREN	A	3.0								
SPC ED 6441	CUR TCHG DIV LRNR ST DIS	A	3.0								
TRM HRS 6.0	TRM PTS 24.00	TRM GPA 4.000									
012-19-7673 WX 2007	UNIV OF MO-STL	GRAD	MA								
EDUC 5006	WK: CSLG SP NDS ST/PAREN	A	3.0								
ELE ED 6448	DIAG&REM.DISAB. LNG MATH	A	3.0								
TRM HRS 6.0	TRM PTS 24.00	TRM GPA 4.000									
012-19-7673 SUM 2007	UNIV OF MO-STL	GRAD	MA								
TCH ED 6010	EX HIS, COMM & SOC JS ED	A	3.0		*						
TRM HRS 3.0	TRM PTS 12.00	TRM GPA 4.000									
012-19-7673 SX 2007	UNIV OF MO-STL	GRAD	MA								
SPC ED 6320	ADV STUD CLASSROOM MGMT	A	3.0								
TRM HRS 3.0	TRM PTS 12.00	TRM GPA 4.000									
012-19-7673 FX 2007	UNIV OF MO-STL	GRAD	MA								
SPC ED 6440	DISAB, SCHOOLG & CULTURE	A	3.0								
TCH ED 6040	TEACHER RESEARCH	A	3.0								
TRM HRS 6.0	TRM PTS 24.00	TRM GPA 4.000									

ISSUED TO STUDENT

JUL 16 2008

Official transcripts are printed on this paper and bear the university seal and the signature of the registrar. See reverse side for explanation of grades.

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*Kinda C. Selman*



**State of Missouri**

This certificate issued by authority  
of the State Board of Education to

**ROCHELLE D ROSENKOETTER**

is a license to teach in the public schools of  
Missouri as herein specified, unless such  
certificate is revoked.

CERTIFICATE NUMBER: **0439512****Teacher's Certificate**

PRINTED ON THIS DATE: 2/27/2009

BSE - 1992 MED - 1997

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATE	EFFECTIVE DATE	EXPIRATION DATE
PRINCIPAL	9-12	INITIAL ADMIN	2/27/2009	2/27/2013
ENGLISH	7-12	INITIAL PC	2/27/2009	2/27/2013

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority  
will render the certificate void.

*Scott Schutte*  
Commissioner of Education

**State of Missouri**

This certificate issued by authority  
of the State Board of Education to

**KELLY K BRUNNER**

is a license to teach in the public schools of  
Missouri as herein specified, unless such  
certificate is revoked.

CERTIFICATE NUMBER: **0435180****Teacher's Certificate**

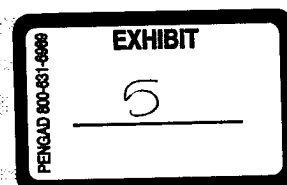
PRINTED ON THIS DATE: 12/29/2008

BA - 2001

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATE	EFFECTIVE DATE	EXPIRATION DATE
MILD/MOD CROSS CATEGORICAL	K-12	INITIAL PC	12/29/2008	12/29/2012

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority  
will render the certificate void.



*D. Keith King*  
Commissioner of Education

CERTIFICATE NUMBER: **0359188****Teacher's Certificate****State of Missouri**

This certificate issued by authority  
of the State Board of Education to



PRINTED ON THIS DATE: 2/27/2006

BS - 1988 MED - 1989 PHD - 1997

**STEPHEN G VIOLA**

is a license to teach in the public schools of  
Missouri as herein specified, unless such  
certificate is revoked.

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATE	EFFECTIVE DATE	EXPIRATION DATE
SCHOOL PSYCHOLOGIST	K-12	CAREER SS	1/27/2006	1/27/2105 RENEWABLE

**DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION**

Any entry made on this certificate other than by issuing authority  
will render the certificate void.

*D. Keith King*  
Commissioner of Education

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

STEPHEN G VIOLA  
2020 WASHINGTON #411  
ST LOUIS MO 63103

# State of Missouri

This certificate issued by authority  
of the State Board of Education to

**LA TISHA MICHELE METTS**

is a license to teach in the public schools of Missouri as  
herein specified, unless such certificate is revoked.



## Educator's Certificate

BACCALAUREATE DEGREE

2002

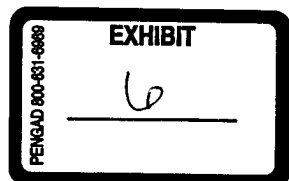
Subject or Service	Grade Level	Type of Certificate	Effective Date	Expiration Date	Status
MILD/MOD CROSS CATEGORICAL	K-12	CAREER CONTINUOUS PROF CERT	08/15/2012	08/15/2111	ISSUED CERTIFICATE
ELEMENTARY EDUCATION	1-6	CAREER CONTINUOUS PROF CERT	08/15/2012	08/15/2111	ISSUED CERTIFICATE

### DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority will render the certificate void.

*Chris L. Nicastro*

Commissioner of Education



MAR 4<sup>41</sup> 2015MISSOURI  
ATTORNEY GENERAL

MR. RICK SULLIVAN  
PRESIDENT/CEO  
DR. MELANIE ADAMS  
VICE PRESIDENT  
MR. RICHARD K. GAINES  
MEMBER AND CHAIRMAN OF THE PROP S COMMITTEE

March 2, 2015

Missouri Attorney General's Office  
Attention: Teacher Certification Discipline  
P.O. Box 899  
Jefferson City, MO 65102

**RE: CONFIDENTIAL****Petition to Revoke the Teaching Certificate of LaTisha Walker Metts**

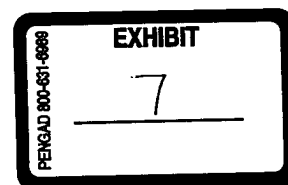
Dear Attorney General Koster:

Pursuant to §§168.071.1(3) and 168.071.2 of the Revised Statutes of Missouri, as Chief Executive Officer of the Special Administrative Board of the Transitional School District of the City of St. Louis (the "District"), I am petitioning the Office of the Missouri Attorney General to file charges on behalf of the District against LaTisha Walker Metts (SSN: [REDACTED]), the holder of a teaching certificate, based upon evidence of immorality and violation of the published regulations of the Board of Education. As required when petitioning the Attorney General to file charges seeking discipline of a teaching certificate holder, below please find the District's statement of facts outlining the information that the District gathered during its investigation of this matter. The District hereby requests that your office review the facts set forth below and take the appropriate action against Ms. Walker Metts.

**FACTUAL BASIS OF REQUEST**

During her employment with the District, Metts deliberately provided fraudulent, misleading, and inaccurate information to the District on numerous occasions. On or about May 14, 2014, in connection with her attempt to obtain a new position with the District, Metts submitted an employment application<sup>1</sup> and supporting documentation, which contradicted her previously submitted certification and educational history. Based upon noticeable typographical and spacing errors on the teaching certificate Metts provided, the District began an investigation into Metts' certification and eventually, her educational degrees. Based upon its investigation, the District has concluded that Metts deliberately provided fraudulent, misleading, and inaccurate information and documentation regarding her education background and certifications.

<sup>1</sup> Notably, on page 9 of Metts' employment application, it states that by signing the application, Metts certified that "all information given by [her]] in [the] application [was] true in all respects, and [she] agree[s] that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. *See Page 9-10, Employment Application, dated 5/14/2014, incorporated in Statement of Charges and attached hereto.*



**I. METTS PROVIDED FRAUDULENT, MISLEADING AND INACCURATE INFORMATION ON HER TEACHING CERTIFICATE.**

Based upon the results of the District's investigation, it is the District's belief, understanding, and opinion that the certificate information Metts provided to the District on May 14, 2014 (*see Teacher's Certificate Number #0469274, incorporated in Statement of Charges and attached hereto*) is fraudulent, misleading, and inaccurate for the reasons stated herein, including but not limited to:

1. Metts' middle name "Michelle" is spelled with two L's instead of "Michele" as listed on DESE records.
2. The word "Expiration" is misspelled "Experation."
3. Under the "Type of Certificate" column, "Career Certificate" should be listed as "Career CPC."
4. As of the alleged printed date of April 16, 2012, DESE no longer printed this certificate type because of a new computer system, which permitted teachers to print their certificates. The certificates were not shaped or designed in the same manner as #0469274.
5. The last name "Walker" does not appear as a name for "LaTisha Michele Metts" within the DESE system.<sup>2</sup>
6. The effective and expiration dates listed on this certificate are incorrect for Metts' currently-issued certifications in Elementary Education 1-6 and Mild/Mod Cross Categorical K-12.
7. Spacing issues throughout the certificate also indicate the fraudulent nature of the document.

**II. METTS PROVIDED FRAUDULENT, MISLEADING AND INACCURATE INFORMATION REGARDING HER CERTIFICATIONS.**

Additionally, the District has further concluded that on or about May 14, 2014, Metts deliberately provided fraudulent, misleading, and inaccurate information to the District on her employment application and résumé. *See Page 6, Employment Application, dated 5/14/2014; see also Metts Résumé, incorporated in Statement of Charges and attached hereto.* Specifically, under "Certification Continued" Metts indicated that she currently possessed the following certificates:

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<sup>2</sup> Further, it is the District's understanding that Metts was not officially and formally "LaTisha Walker" until June 30, 2012, a full two and half months after the Certificate #0469274 was allegedly printed.

Type	Certificate Number	Expiration Date	Status
Administrative Certificate (Initial, K-8: Principal)		2015	Current
Elementary Education (Master, 1-6: Elementary Education)		2106	Current
Special Education (Master, K-12: Mild/Moderate: Cross Categorical)		2106	Current
Non-Stand-Alone Certificates (Master, K-12: Special Reading)		2106	Current

Yet according to information the District obtained from DESE's certification records (*see DESE Certifications, incorporated in Statement of Charges and attached hereto*), as of June 23, 2014, Metts only possessed the two certifications:

Certification				
Subject Area/Grade Level	Classification	Effective	Expiration	Status
Elementary Education 1-6	Career CPC	08/15/2012	08/15/2111	Issued
Mild/Mod Cross Categorical K-12	Career CPC	08/15/2012	08/15/2111	Issued
Elementary Education 1-6	Initial PC	02/08/2010	08/15/2012	Expired
Mild/Mod Cross Categorical K-12	Initial PC	08/15/2008	08/15/2012	Expired

As demonstrated above, as of June 23, 2014, Metts did not possess any DESE certifications in the certification areas of (1) *Special Reading K-12* or (2) *Principal K-8*. Accordingly, Metts provided fraudulent, misleading, and inaccurate information to the District on her May 14, 2014 employment application and résumé.<sup>3</sup>

### **III. DURING THE DISTRICT'S INVESTIGATION, METTS PROVIDE ADDITIONAL FRAUDULENT, MISLEADING AND INACCURATE DOCUMENTATION TO THE DISTRICT.**

Furthermore, during the subsequent investigation of this matter, Metts continued to fail to provide truthful, relevant, and important material information about her educational and certification history. On or about June 23, 2014, Metts provided the District's Employee Relations Coordinator, Charles Burton, with yet another fraudulent, misleading, and inaccurate "Educators Certificate," allegedly issued by DESE and executed by the Missouri Commissioner of Education. Based upon the results of its investigation, the District believes the aforementioned Educators Certificate is false based upon its understanding that (1) DESE never issued Metts an elementary principal certification in 2012 and she does not currently possess the same; (2) the effective dates of

<sup>3</sup> See Note 2 above.

Metts' actual certifications are incorrectly listed on said certificate; (3) the date of Metts' graduate degree was is incorrect; (4) a doctorate degree is listed on the certificate, yet DESE has never confirmed any such degree was ever conferred upon Metts; and (5) the document has noticeable spacing issues. *See Educator's Certificate, incorporated in Statement of Charges and attached hereto.*

**IV. DURING ITS INVESTIGATION, THE DISTRICT ALSO DISCOVERED ADDITIONAL FRAUDULENT, MISLEADING AND INACCURATE INFORMATION REGARDING METTS' EDUCATIONAL DEGREES.**

During its investigation, the District discovered that Metts had provided the District with a *purported* transcript from Pennsylvania State University ("Penn State University") indicating she had been awarded a Master's in Education degree in Teacher Leadership on June 3, 2004. *See Penn State University Transcript, incorporated in Statement of Charges and attached hereto.* Based solely upon Metts' representation that she had received the aforementioned advance degree and her submission of the above-referenced transcript, the District awarded Metts' an increased salary, in accordance with the District's established practices.

Yet upon closer examination and review of Metts' submitted application, the District found additional inaccuracies regarding Metts' higher educational degrees. Specifically, Metts stated on her May 14, 2014 application that she had received a Master's in Teacher Leadership from "Pennsylvania State of Higher Education, Bloomsburg University of Pennsylvania" ("Bloomsburg University") in May 2006, not Penn State University in June 2004, as previously represented. *See Page 5, Employment Application, dated 5/14/2014, incorporated in Statement of Charges and attached hereto.*

Moreover, the résumé Metts provided the District on May 14, 2014, also contradicted the information on the purported Penn State University transcript. Specifically, the résumé indicated that Metts had been awarded a Master's in Education in Teacher Leadership/Educational Administration in June 2004; however, the previously submitted transcript contained no reference of a degree being conferred in "Educational Administration." *See Résumé and Penn State University Transcript, incorporated in Statement of Charges and attached hereto.*

Based upon its investigation, the District has concluded that during her employment with the District, Metts was never awarded a Master's degree in Teacher Leadership and/or Teacher Leadership/Educational Administration from either Penn State University (in June 2004) or Bloomsburg University of Pennsylvania (in May 2006). Accordingly, the Pennsylvania State University transcript, which Metts provided to the District as well as the information she provided on her May 14, 2014 employment application and résumé are fraudulent, misleading, and inaccurate.

**V. BASED UPON ITS INVESTIGATION, THE DISTRICT TERMINATED METT'S EMPLOYMENT.**

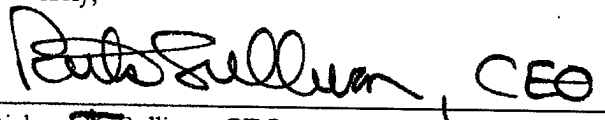
After reviewing all of the evidence against Metts relating to her certifications and the subsequent investigation, Superintendent Kelvin Adams issued a Statement of Charges against Metts on August 4, 2014, pursuant to §168.221 of the Revised Statutes of Missouri. Specifically, the District charged Metts with immorality and violating the Board's published regulations. *See Statement of Charges and Walker Metts Admissions, incorporated in Statement of Charges and attached hereto.*

On September 17, 2014, an administrative hearing before a hearing officer was held pursuant to and in accordance with §168.221.3 R.S.Mo. The hearing officer recommended Metts' termination to the Special Administrative Board ("SAB"). On October 16, 2014, the SAB found Metts guilty as charged in her Statement of Charges and terminated her employment. *See Findings of Fact/Conclusions of Law, incorporated in Statement of Charges and attached hereto.*

### CONCLUSION

Based upon the foregoing, as Chief Executive Officer of the Special Administrative Board of the Transitional School District of the City of St. Louis, I respectfully request that your office accept this Petition, on behalf of St. Louis Public Schools, file charges against Ms. Walker Metts, and issue the appropriate discipline against Ms. Walker Metts' teaching certificate based upon the immoral conduct as well as the violations of the Board's published regulations she engaged in during her employment tenure with St. Louis Public Schools.

Sincerely,



Richard T. Sullivan, CEO  
Special Administrative Board of the Transitional  
School District of the City of St. Louis

RKS/blg

cc: Dr. Edmond Heatley  
Charles Burton  
Vincent Reese

**BEFORE THE SPECIAL ADMINISTRATIVE BOARD  
OF THE TRANSITIONAL SCHOOL DISTRICT  
OF THE CITY OF ST. LOUIS**

DR. KELVIN ADAMS,	)	
Superintendent of the St. Louis Public Schools,	)	
	)	
Superintendent,	)	
	)	
v.	)	Cause: Statement of
	)	Charges for Dismissal
	)	
LATISHA METTS, a permanent teacher	)	Hearing held 9/17/2014
of St. Louis Public Schools,	)	
	)	
Respondent.	)	

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND DECISION**

Pursuant to Section 168.221 of the Revised Statutes of Missouri, the Special Administrative Board of the Transitional School District of the City of St. Louis (the "SAB") appointed Christopher Pickett as its Hearing Officer for the September 17, 2014 administrative hearing conducted against permanent teacher, LaTisha Metts ("Metts").

On September 17, 2014, Hearing Officer Pickett heard testimony and documentary evidence presented and received on certain charges by the superintendent of St. Louis Public Schools (the "Superintendent"). The Superintendent's case was presented by the designated legal counsel of St. Louis Public Schools (the "District"). Metts did not appear and was not represented by legal counsel during the hearing.

Following the September 17, 2014 hearing, and based upon the evidence and testimony presented at the administrative hearing proceeding, Hearing Officer Pickett recommended that Metts be terminated from her employment and requested that the SAB review the hearing evidence and transcript for final determination. The SAB reviewed the hearing evidence and

transcript, and based upon these materials, the SAB makes the following Findings of Fact, Conclusions of Law and Decision.

### FINDINGS OF FACT

#### A. Procedural Findings of Fact

1. On August 4, 2014, Superintendent of Schools Dr. Kelvin Adams issued Metts a Statement of Charges and Notice of Hearing. *See SLPS Exhibit 4; see also Hrg. Trans at 18.*
2. In the Statement of Charges, the District sought to terminate Metts' employment pursuant to Section 168.221.3 of the Revised Statutes of Missouri. *See SLPS Exhibit 4; see also Hrg. Trans at 19.*
3. More specifically, Metts was charged with immorality and violating the published regulations of the District. *See SLPS Exhibit 4; see also Hrg. Trans at 19.*
4. Metts was provided with a copy of the Statement of Charges giving her at least thirty days' notice of the charges issued against her prior to the date of her hearing. *See SLPS Exhibits 4; see also Hrg. Trans at 18.*
5. Present at the hearing to present the District's case were Jayme Major (the District's legal counsel) and Charles Burton (the District's Coordinator of Employee Relations). *See Hrg. Trans at 7, 14.*
6. The District called Mr. Burton as its sole witness. *See Hrg. Trans at 14.*
7. Metts did not appear at the hearing. *See Hrg. Trans at 7.*
8. During the hearing, Hearing Officer Pickett had an opportunity to review all of the exhibits and question the witness. *See Hrg. Trans at 36.*

**B. Substantive Findings of Fact**

9. During the 2013-2014 school year, Metts was employed by the District as a permanent teacher at Ford Elementary School. *See Hrg. Trans at 17-18.*

10. On or about May 14, 2014, Metts submitted an on-line application to the District in an attempt to obtain a promotion. *See Hrg. Trans at 22, 25-26; see also SLPS Exhibit 8.*

11. When Metts applied for the internal administrative promotion, she provided certification documentation which was allegedly issued by the Missouri Department of Elementary and Secondary Education ("DESE"). *See SLPS Exhibit 6; see also Hrg. Trans at 22, 24.*

12. Mr. Burton testified that after a District staff member noticed several discrepancies, errors, and typographical errors within the certificate Metts submitted to the District, the staff member contacted DESE about the certificate. *See Hrg. Trans at 22.*

13. Specifically, the certificate document had (1) the word "expiration" misspelled as "experation," (2) listed Metts' last name listed as "Walker-Metts" instead of "Metts" as she was only known as to DESE; and (3) spacing issues. *See Hrg. Trans at 23-24; see also SLPS Exhibit 6.*

14. Mr. Burton further testified that DESE confirmed to the District that the certificate submitted by Metts was fraudulent. *See Hrg. Trans at 22; see also SLPS Exhibit 6.*

15. Specifically, DESE confirmed the certificate (Exhibit 6) was fraudulent in that it purported Metts had allegedly obtained certification as an elementary principal when she had not. *See Hrg. Trans at 24; see also SLPS Exhibit 6.*

16. The District's findings from DESE initiated an investigation into Metts' employment history. *See Hrg. Trans at 22.*

17. The May 14, 2014 application Metts provided to the District stated if an employee provided false information to the District, such actions "shall be considered sufficient cause for ... discharge." *See SLPS Exhibit 8.*

18. Upon further investigation, the District found further discrepancies in the online application and resume submitted by Metts on May 14, 2014. *See Hrg. Trans at 22, 25-26.*

19. Mr. Burton testified that Metts' online application and resume were contradictory of each other. *See Hrg. Trans at 25-26, 28; see also SLPS Exhibits 8-9.*

20. Specifically, Mr. Burton testified that Metts noted on her online application she had received a Master's degree in Teacher Leadership from Bloomsburg University of Pennsylvania in May 2006, yet on her resume and a previously provided transcript, Metts alleged to have earned a Master's in Teacher Leadership in Education and Administration from Penn State University in June 2004. *See Hrg. Trans at 26-28; see also SLPS Exhibits 8-9, 11.*

21. Mr. Burton further testified at the hearing that Metts' "transcript" from Penn State University indicated that Metts had earned a Master's of Education in Teacher's Leadership and did not include a Master's in Administration. *See Hrg. Trans at 28; see also SLPS Exhibits 11.*

22. Mr. Burton testified the District determined after contacting the registrars of both Bloomsburg and Penn State Universities that Metts never received a degree from either institution. *See Hrg. Trans at 28-29.*

23. On June 23, 2014, Metts and Mr. Burton met to discuss the discrepancies on Metts' alleged certificates and application. *See Hrg. Trans at 29-30; see also SLPS Exhibit 4.*

24. During their meeting, Metts indicated that she did not know how the transcript errors occurred because she had attended each institution, performed the work required to obtain

degrees, and had transcripts in her possession. Metts further indicated that if mistakes were made, someone else was at fault, not her. *See Hrg. Trans at 30.*

25. At the June 23<sup>rd</sup> meeting, Metts provided Mr. Burton with another purported "Educator's Certificate" allegedly issued by DESE and executed by Missouri Commissioner of Education Chris Nicastro, setting forth that Metts was certified as a principal. *See Hrg. Trans at 30-31; see also SLPS Exhibits 4, 12.*

26. Mr. Burton testified at the hearing that after conferring with DESE, the District determined DESE never issued Metts a principal certification. *See Hrg. Trans at 29, 31; see also SLPS Exhibits 10, 12.*

27. Additionally, DESE confirmed that the Educator's Certificate Metts had presented to the District at the June 23<sup>rd</sup> meeting was fraudulent and inconsistent with DESE's records regarding Metts' certifications and education. *See Hrg. Trans at 31; see also SLPS Exhibits 10, 12.*

28. Through its investigation, the District also learned Metts submitted fraudulent documentation of her graduate degree at the start of her employment. *See Hrg. Trans at 34-35; see also Exhibit 14.*

29. Mr. Burton testified that the District is working with DESE in an effort to revoke Metts' certifications because the conduct Metts displayed at the District could be detrimental to other school districts if allowed to continue. *See Hrg. Trans at 33.*

30. On August 4, 2014, the District issued a Statement of Charges (*see SLPS Exhibit 4*) against Metts containing two Charges: immorality and violations of the following published regulations of the Board, as follows:

- a. Board Policy 4840, requiring all employees to perform their job duties in a professional manner that serves as a positive role model for students;
- b. Board Policy 4840(1), requiring all employees to be familiar with and follow all Board policies, regulations, administrative procedures and other directives given by District administrators as they relate to the performance of their job duties;
- c. Board Policy 4840(11), requiring all employees to refrain from conduct that disrupts the educational process; and,
- d. Board Policy 1300, requiring all employees to refrain from engaging in conduct that is detrimental to the efficient operation and administration of the schools of the District.

31. The Statement of Charges issued against Metts set forth the charges as well as the hearing date. *See Hrg. Trans at 18-19; see also SLPS Exhibit 4.*

32. The hearing date was scheduled for September 17, 2014, and complied with the statutory 30-day notice requirement of Section 168.221 R.S.Mo. *See SLPS Exhibit 1, 4; see also Hrg. Trans at 18.*

33. Mr. Burton testified that Metts' Statement of Charges was sent via certified mail and delivery confirmation to Metts' last known address and delivered on August 6, 2014, at 12:19 p.m. *See Hrg. Trans at 19-20; see also SLPS Exhibits 4-5.*

34. At the hearing, Mr. Burton testified that he was familiar with Section 168.221 and Board Policies 4840 and 1300. *See Hrg. Trans at 15-16.*

35. Board Policies 4840 and 1300, as well as Section 168.221, were in effect during all relevant times. *See SLPS Exhibits 1-3.*

36. Mr. Burton testified that it was the District's belief that by engaging in a fraudulent documentation practice, Metts violated the District's policy, as charged in the August 4, 2014 Statement of Charges. *See Hrg. Trans at 35.*

37. Mr. Burton testified that it was the District's belief that by engaging in a fraudulent documentation practice and long-standing pattern of deceit, Metts engaged in immoral conduct in violation of the standards established by Missouri Revised Statute 168.221. *See Hrg. Trans at 35.*

38. Based upon the District's knowledge of the alleged conduct by Metts, State statutes, and Board policies, the District sought the termination of Metts' permanent teaching status. *See Hrg. Trans at 32-33; see also SLPS Exhibit 4.*

#### **CONCLUSIONS OF LAW**

39. Hearing Officer Pickett finds the testimony of Mr. Burton credible and supported by the evidence and testimony submitted at the hearing.

40. The SAB has authority, pursuant to Section 168.221 of the Revised Statutes of Missouri, to make rules for the government, regulation, and management of the public schools.

41. Pursuant to Section 168.221 of the Revised Statutes of Missouri, the SAB has enacted policies and regulations governing the conduct of employees of the school system.

42. Section 168.221 of the Revised Statutes of Missouri authorizes the SAB to discipline teachers who violate Board policies or regulations and sets forth the procedures for doing so.

43. Section 168.221 of the Revised Statutes of Missouri was in full force and effect and applied to Metts at all relevant times subject of this proceeding.

44. Pursuant to Section 168.221.3 of the Revised Statutes of Missouri, a teacher may be removed from her appointment for engaging in immoral conduct and/or violating the published regulations of the school district.

45. The procedural requirements contained in Section 168.221 of the Revised Statutes of Missouri and other applicable statutes have been fully complied with in this case, and no objections regarding the procedural requirements of Section 168.221 of the Revised Statutes of Missouri were raised at September 17, 2014 hearing.

46. Metts did not raise any issues related to notice or timeliness at the hearing.

47. Metts was given at least thirty days' notice of the hearing date and was provided a copy of the Statement of Charges prior to the date of her hearing.

48. Board Regulation 4890 provides that an employee may be subject to disciplinary action, including dismissal, for, among other things, violations of District policies and regulations. Board Regulation 4890 was in full force and effect during all times relevant hereto.

49. The statutes, regulations, and policies cited in the Statement of Charges were published regulations and policies of the District and were valid and in full force and effect during all relevant times hereto.

50. Based upon the evidence presented at the hearing, Hearing Officer Pickett recommended to the SAB that Metts be terminated from her position with the District.

51. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts provided false and misleading documentation relating to her certifications and transcripts to the District for her own gain or potential gain in violation of Board Policies 4840, 4840(1), 4840(11) and 1300.

52. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts failed to perform her job duties in a professional manner and serve as a positive role model for students, in violation of Board Policy 4840.

53. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts failed to become familiar with, enforce and follow all Board policies, regulations, administrative procedures and other directions given by District administrators, and all applicable state and federal laws as they relate to the performance of job duties, in violation of Board Policy 4840(1).

54. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts failed to refrain from any conduct that disrupted the educational process, in violation of Board Policy 4840(11).

55. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts failed to refrain from engaging in conduct that was detrimental to the efficient operation and administration of the schools of the District, in violation of Board Policy 1300.

56. On the basis of the SAB's Findings of Fact set forth above, the SAB concludes that during her employment with the District, including May 14, 2014, Metts violated Section 168.221.3 of the Revised Statutes of Missouri.

57. As a District employee, all Board regulations and policies applied to Metts.

58. The SAB finds that there is substantial and competent evidence supporting the conclusion that Metts' actions during her employment with the District, including May 14, 2014, as charged in the August 4, 2014 Statement of Charges, are a terminable offense.

59. Based upon the foregoing, the SAB unanimously concludes that Metts is guilty as charged in Charge I of the Statement of Charges issued against her.

60. Based upon the foregoing, the SAB unanimously concludes that Metts is guilty as charged in Charge II of the Statement of Charges issued against her.

61. The SAB concurs with the recommendation of the Administration and Hearing Officer Pickett that Metts be terminated from the employment of the District for violating the published regulations of the Board and for engaging in immoral conduct.

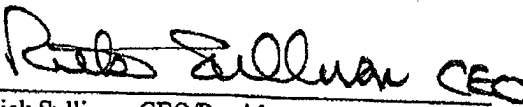
#### DECISION

The SAB considered all the evidence and testimony submitted during the September 17, 2014 hearing and renders this decision based on the submitted evidence and testimony. Based upon its Findings of Fact and Conclusions of Law, as set forth above, the SAB unanimously finds that with respect to (a) Charge No. 1, Metts violated the published regulations of the District, specifically Policies 4840, 4840(1); 4840(11), and 1300, as charged; and (b) Charge No. 2, Metts engaged in immoral conduct in violation of Section 168.221 of the Missouri Revised Statutes. The SAB finds that Metts' conduct is a terminable offense.

Based upon the foregoing, the SAB upholds the August 4, 2014 Statement of Charges issued against Metts and finds that Metts violated the District's published regulations and engaged in immoral conduct, as charged. Accordingly, the SAB orders that LaTisha Metts be and hereby is discharged from her permanent employment with the District as of the date below. Furthermore, LaTisha Metts is not entitled to any additional pay or compensation following the date of the August 4, 2014 Statement of Charges.

**SO ORDERED:**

SPECIAL ADMINISTRATIVE BOARD OF THE  
TRANSITIONAL SCHOOL DISTRICT OF THE  
CITY OF ST. LOUIS

By:  CEO  
Rick Sullivan, CEO/President

Dated: 10-16-14



Kelvin R. Adams, Ph.D.  
Superintendent of Schools  
Office of Superintendent

August 4, 2014

**VIA U.S. MAIL, DELIVERY CONFIRMATION  
AND CERTIFIED MAIL**

LaTisha Metts a/k/a LaTisha Walker  
2817 Dolfeld Drive  
Florissant, MO 63031

RE: STATEMENT OF CHARGES AND NOTICE OF HEARING

Dear Ms. Metts:

Pursuant to §168.221.3, R.S.Mo., no permanent teacher may be removed except for one or more of five causes, which include violations of the published regulations of the School District and engaging in immoral conduct. *See Mo. Rev. Stat. §168.221.3.*

As you are aware, certain allegations of misconduct and immoral conduct have been brought forth against you. The District initiated an investigation and you were placed on administrative leave pending investigation. On June 23, 2014, you waived your right to have union representation present and met with Employee Relations Coordinator Charles Burton to discuss the allegations of misconduct.

The District has concluded its investigation. I have reviewed all the evidence submitted as well as your employment history and have decided to issue a Statement of Charges against you, which is attached hereto and incorporated herein. I am also recommending to the Special Administrative Board of the Transitional School District of the City of St. Louis (the "SAB") that you be discharged from your permanent employment with St. Louis Public Schools. In addition, effective as of the date of this letter, you are placed on "administrative leave without pay."

Pursuant to Mo. Rev. Stat. §168.221, you are entitled to a hearing on the charges against you. Pursuant to Mo. Rev. Stat. §168.221, at such hearing, you have the right to be present and to have counsel present, to testify and to offer testimony of witnesses as well as other evidence supporting your defense, to cross-examine adverse witnesses, to present written and oral argument on your behalf, and to generally conduct a defense.

If you wish to have a hearing on the charges, the SAB will provide one for you at **10:00 a.m. on September 17, 2014**, in the Board of Education Building, 801 N. 11<sup>th</sup> Street, St. Louis, Missouri 63101. If you wish to avail yourself of the opportunity to defend the charges that have been filed against you, I request you notify Employee Relations Specialist Keesha Strong in writing no later than fifteen (15) days before the date of the hearing of your intent to offer a defense and appear at the hearing. Ms. Strong should receive your written notification of such no later than September 2, 2014.

In addition, please note that your failure to give the notice in writing of your election to defend, or after having given such notice, your failure to appear at the hearing, may be considered as an admission of the truth of the charges against you and the SAB may rule accordingly.

During your administrative leave, you (or anyone on your behalf) are not permitted to (1) access the District's electronic databases, including but not limited to e-mail or SIS or (2) enter upon the property of St. Louis Public Schools, unless specifically authorized by the Chief Human Resources Officer. The grounds for your proposed discharge are set forth below and are as follows:

### **STATEMENT OF CHARGES** **PREFERRED AGAINST LATISHA METTS**

PURSUANT TO SECTION 168.221.3 OF THE REVISED STATUTES OF MISSOURI, THE FOLLOWING CHARGES OF FAILING TO FOLLOW THE PUBLISHED REGULATIONS OF THE BOARD OF EDUCATION OF ST. LOUIS PUBLIC SCHOOLS AND IMMORALITY ARE PREFERRED AGAINST LATISHA METTS, A PERMANENT TEACHER WITH ST. LOUIS PUBLIC SCHOOLS:

#### **I. VIOLATIONS OF THE PUBLISHED REGULATIONS OF THE BOARD OF EDUCATION OF THE ST. LOUIS PUBLIC SCHOOLS.**

##### **A. DURING YOUR EMPLOYMENT, YOU VIOLATED BOARD POLICY 4840(11) (A COPY OF POLICY 4840 IS ATTACHED HERETO AND INCORPORATED HEREIN), WHICH REQUIRES DISTRICT EMPLOYEES TO REFRAIN FROM ANY CONDUCT THAT DISRUPTS THE EDUCATIONAL PROCESS WHEN:**

1. During your employment with the District, you deliberately provided fraudulent, misleading and inaccurate information to the District on numerous occasions.<sup>1</sup> Specifically, prior to May 14, 2014, you provided the District with a transcript from The Pennsylvania State University ("Penn State University") which indicated that a Master in Education degree (Teacher Leadership) had been conferred upon you on June 3, 2004. *See Penn State University Transcript.*

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<sup>1</sup> On August 1, 2006, you received copies of relevant policies and regulations of the Board of Education, including the District's Code of Conduct (Policy 4840). You agreed to abide by the District's policies during your employment with the District. *See Policy Acknowledgment, dated 8/1/2006.*

On May 14, 2014, you submitted an employment application<sup>2</sup> which contradicted your previously submitted educational history. Specifically, your May 14, 2014 Application stated that you received your M.Ed. in Teacher Leadership from Pennsylvania State of Higher Education, Bloomsburg University of Pennsylvania ["Bloomsburg University"] in May 2006, not Penn State University in June 2004 as previously represented. *See Page 5, Employment Application, dated 5/14/2014.*

In addition, on May 14, 2014, you provided the District with a résumé, which also contradicted the information on the Penn State University transcript you previously submitted to the District. Specifically, your résumé stated you were awarded a M.Ed. in Teacher Leadership/Educational Administration in June 2004; however, your previously submitted transcript contained no reference to a degree being conferred in "Educational Administration." *See Résumé and Penn State University Transcript.*

Upon further review and investigation, the District has determined that no M.Ed. in Teacher Leadership and/or Teacher Leadership/Educational Administration was ever conferred upon you either in June 2004 by Penn State University or in May 2006 by Bloomsburg University of Pennsylvania. The Pennsylvania State University transcript which you provided to the District is fraudulent, misleading, and inaccurate. Additionally, the information you conveyed via your May 14, 2014 employment application and résumé is also fraudulent, misleading, and inaccurate.

2. During your employment with the District, you also deliberately provided a fraudulent, misleading, and inaccurate teacher's certificate to the District. *See Teacher's Certificate Number #0469274.* It is the District's belief, understanding, and opinion that Certificate #0469274 is fraudulent, misleading, and inaccurate for the reasons stated herein, including but not limited to:
  - a. The middle name "Michelle" is spelled with two L's instead of "Michele" as listed on your DESE records.
  - b. The word "Expiration" is misspelled "Experation."
  - c. Under the "Type of Certificate" column, "Career Certificate" should be listed as "Career CPC."

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<sup>2</sup> Moreover, on page 9 of your employment application, it states that by you signing your application, you certified that "all information given by [you] in [the] application [was] true in all respects, and [you] agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. *See Page 9-10, Employment Application, dated 5/14/2014.*

- d. As of the alleged printed date of April 16, 2012, DESE no longer printed this certificate type because of a new computer system, which permitted teachers to print their certificates. The certificates were not shaped or designed in the same manner as #0469274.
  - e. The last name "Walker" does not appear as a name for "LaTisha Michele Metts" within the DESE system.<sup>3</sup>
  - f. The effective and expiration dates listed on this certificate are incorrect for your currently-issued certifications in Elementary Education 1-6 and Mild/Mod Cross Categorical K-12.
  - g. Spacing issues throughout the certificate also indicate the fraudulent nature of the document.
3. On or about May 14, 2014, you deliberately provided fraudulent, misleading, and inaccurate information to the District via a submitted employment application and résumé. *See Page 6, Employment Application, dated 5/14/2014; see also Metts Résumé.* Specifically, under "Certification Continued" you indicated that you currently possessed the following certificates:

Type	Certificate Number	Expiration Date	Status
Administrative Certificate (Initial, K-8: Principal)		2015	Current
Elementary Education (Master, 1-6: Elementary Education)		2106	Current
Special Education (Master, K-12: Mild/Moderate: Cross Categorical)		2106	Current
Non-Stand-Alone Certificates (Master, K-12: Special Reading)		2106	Current

It is the District's belief, understanding, and opinion that as of June 23, 2014, you only possessed the following DESE certifications. (*See DESE Certifications.*)

<sup>3</sup> Moreover, according to the District's belief, you were not officially and formally "LaTisha Walker" until June 30, 2012, a full two and half months after the Certificate #0469274 was allegedly printed.

Certification				
Subject Area/Grade Level	Classification	Effective	Expiration	Status
Elementary Education 1-6	Career CPC	08/15/2012	08/15/2111	Issued
Mild/Mod Cross Categorical K-12	Career CPC	08/15/2012	08/15/2111	Issued
Elementary Education 1-6	Initial PC	02/08/2010	08/15/2012	Expired
Mild/Mod Cross Categorical K-12	Initial PC	08/15/2008	08/15/2012	Expired

As demonstrated above, you currently do not possess any certifications issued by DESE in either certification areas of (a) Special Reading K-12 or (b) Principal K-8. You deliberately provided fraudulent, misleading, and inaccurate information to the District via your May 14, 2014 employment application and résumé (and later, detailed below) despite being aware that providing such false information "shall be considered sufficient cause for . . . discharge." *See Pages 9-10, Employment Application, dated 5/14/2014.* Moreover, it is the District's belief, understanding, and opinion that you knowingly provided the fraudulent, misleading, and inaccurate information on your employment application and résumé on May 14, 2014.

4. On June 23, 2014, you deliberately provided the District with a fraudulent, misleading, and inaccurate document. Specifically, you provided the District with a fraudulent "Educator's Certificate" allegedly issued by DESE and executed by Missouri Commissioner of Education Chris Nicastro.

Upon further review and investigation, it is the District's belief, understanding, and opinion that this certificate is fraudulent and inaccurate. More specifically, the District questions the validity of this document because of the fact that (a) DESE never issued you an elementary principal certification in 2012 and you do not currently possess the same; (b) the effective dates of your current certifications are incorrectly listed on said certificate; (c) the date your graduate degree was ultimately conferred upon you is incorrect; (d) a doctorate degree is listed on the certificate, yet DESE has never confirmed any such degree was ever conferred upon you; and (e) the document has spacing issues. *See Educator's Certificate.* It is the District's belief, understanding, and opinion that the document you provided to Employee Relations Coordinator Charles Burton on June 23, 2014, is fraudulent, misleading, and inaccurate, and was not issued in any manner by DESE.

Furthermore, during the subsequent investigation of this matter, you failed to provide truthful, relevant, and important material information about your educational and certification history as well as the sequence of events.

**B. THE CONDUCT THAT YOU ENGAGED IN AS DESCRIBED ABOVE, ALSO VIOLATED THE FOLLOWING BOARD OF EDUCATION POLICIES AND REGULATIONS:**

1. Board Policy 4840, which requires all staff members to perform their job duties in a professional manner that serves as a positive role model for students.
2. Board Policy 4840(1), which requires all District employees to become familiar with, enforce and follow all Board policies, regulations, administrative procedures and other directions given by district administrators, and all applicable state and federal laws as they relate to the performance of job duties.
3. Board Policy 1300 (a copy of which is attached hereto and incorporated herein), which requires District employees to refrain from engaging in conduct that is detrimental to the efficient operation and administration of the schools of the district.

**II. IMMORAL CONDUCT IN VIOLATION OF §168.221.3**

**A. THE CONDUCT REFERENCED ABOVE IN SECTION I CONSTITUTES IMMORAL CONDUCT.**

It is the District's belief, understanding, and opinion that you deliberately and knowingly provided fraudulent, misleading, and inaccurate information from the beginning of and throughout your entire tenure with the District as an employee with the intent to defraud the District of monies in order to receive a higher rate of pay than your experience, educational background, and history permitted.

Based on your inability to be honest and truthful even when presented with the evidence and allegations of your misconduct, the years of receiving higher rates of pay than your experience, educational background, and history permitted, and the complexity of the deceitfulness you undertook to achieve and continue this charade, the District charges you with immorality.

**Based Upon The Foregoing**, a recommendation of discharge from your employment with the District is recommended pursuant to Board of Education Regulation 4890 and §168.221 R.S.Mo. (copies of which are attached hereto and incorporated herein), which state that the procedures for the suspension and/or dismissal of employees are governed by state and federal law and Board of Education Policies and Regulations.

801 N. 11th St. | St. Louis, MO 63101 | Phone: 314-231-3720 | Fax: 314-345-2661

Among the reasons for the recommendation of your discharge and as demonstrated above, you engaged in immoral conduct and violated Board of Education Policies 1300, 4840, 4840(1); and 4840(11) as well as Section 168.221 R.S.Mo. Accordingly, due to the severity of the Charges, it is necessary to present these Charges to the Special Administrative Board of the Transitional School District of the City of St. Louis, regarding your employment with the St. Louis Public Schools.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kel Adams', written over a horizontal line.

Kelvin Adams, Ph.D.  
Superintendent of Schools

KA/blg

Attachments

cc: Charles Burton, Coordinator, Employee Relations

P1300

## ST. LOUIS BOARD OF EDUCATION POLICY

## COMMUNITY RELATIONS

## PUBLIC ACTIVITIES INVOLVING STAFF, STUDENTS, OR SCHOOL FACILITIES

While the Board of Education recognizes the constitutional rights of staff and students regarding freedom of speech, press, and assembly, it does not accept the right of staff members or students to use conduct detrimental to the efficient operation and administration of the schools of the district. Neither does the board accept the absolute right to use of school facilities or the community media.

Policy adopted: June 26, 1990

Revised: February 9, 1999

[ [Home](#) ] [ [Article 0](#) ] [ [Article 1](#) ] [ [Article 2](#) ] [ [Article 3](#) ] [ [Article 4](#) ] [ [Article 5](#) ]  
[ [Article 6](#) ] [ [Article 7](#) ] [ [Article 8](#) ] [ [Article 9](#) ] [ [Updates](#) ]

**SPECIAL ADMINISTRATIVE BOARD OF THE  
TRANSITIONAL SCHOOL DISTRICT OF THE CITY OF ST. LOUIS  
PERSONNEL POLICY**

**EMPLOYEE AND LABOR RELATIONS  
Code of Ethics and Conduct  
Staff Conduct**

**Policy # 4840**

All staff members are required to perform their job duties in a professional manner that serves as a positive role model for students. The sole function of the District is to provide a quality education for the students of the St. Louis Public Schools. Staff members are required to comply with all federal, state, and local laws that relate to the performance of job duties and the policies and regulations of the District. Failure to comply with all federal, state, and local laws relating to an employee's job performance, or failure to comply with the policies and regulations of the District will result in discipline, including termination.

The success of the District in achieving the goal of providing a quality education requires that all employees conduct themselves in a professional manner. Accordingly, the District expects all employees to:

1. Become familiar with, enforce and follow all Board policies, regulations, administrative procedures, and other directions given by district administrators, and all applicable state and federal laws as they relate to the performance of job duties.
2. Protect the safety, health, and general welfare of all students.
3. Properly supervise all students. The Board expects all students to be under assigned adult supervision at all times during school hours or during any school related or sponsored activity. Except in an emergency, no employee will leave an assigned group of students unsupervised.
4. Arrive to work regularly and on time each day.
5. Properly prepare for the instruction of students.
6. Maintain all required records and submit all requested reports in the time specified. Keep all student records, medical information and other sensitive information confidential as directed by law, Board policy, district procedures and the employee's supervisor.
7. Properly operate, maintain and protect all school property and school funds; employees will not remove or use district property or funds for personal reasons or make any improper or dishonest use of District Property, including but not limited to the District's tax exempt status.
8. Comply with the directives of the superintendent or his/her designee and supervisors.
9. Attend all required staff meetings called by district administration, unless properly excused in advance.
10. Refrain from use of profanity and/or obscene gestures or depictions.

P \_\_\_\_\_

Page 2 of 2

11. Refrain from any conduct that disrupts the educational process.
12. Refrain from leaving the building or school premises unless approved by the building level administrator or supervisor.
13. Refrain from any inappropriate relations or communications with students, including but not limited to dating, sexual intercourse or deviate sexual contact between an employee and student, either on or off District property, either with or without the student's consent, regardless of the student's age, is strictly prohibited.
14. Utilize District technology solely for District business.
15. Maintain courteous and professional relationships with co-workers, students, parents and patrons.
16. Employees shall not possess, use, transport, or be under the influence of any illegal drugs, including any prescription drugs not prescribed to the employee, while employed by the District. Employees shall not possess, use, transport or be under the influence of alcohol during working hours, while on District property, or at any District or school sponsored event.
17. Employees who drive a vehicle when conducting district business will obey all applicable laws and shall not be under the influence of alcohol or drugs, regardless of whether the person is driving a personal or district-owned or leased vehicle. District employees will not transport students unless given explicit authority to do so by their supervisors.
18. Employees shall not possess, handle, or transport any kind of firearm, knife, or other object reasonably considered a weapon, during working hours, onto District property or school grounds, or at any school sponsored event. This policy shall apply to security officers unless specifically authorized in writing by the Superintendent of Schools.
19. Employees shall not use district funds or resources to advocate, support or oppose any ballot measure or candidate for public office.
20. Employees shall not use any time during the working day for campaigning purposes, unless allowed by law. Any violation of the Code of Ethic and Conduct is grounds for disciplinary action, including termination.

Regulation approved: June 26, 1990

Revised: April 11, 1995

Revised: December 8, 1998

Revised: January 12, 1999

Revised: November 19, 2009

Legal Refs: §115.646, RSMo.  
§168.221, .251, .271, .281 RSMo.

## *Missouri Revised Statutes*

### **Chapter 168 Personnel--Teachers and Others Section 168.221**

August 28, 2013

#### **Probationary period for teachers--removal of probationary and permanent personnel--hearing--demotions--reduction of personnel (metropolitan districts).**

168.221. 1. The first five years of employment of all teachers entering the employment of the metropolitan school district shall be deemed a period of probation during which period all appointments of teachers shall expire at the end of each school year. During the probationary period any probationary teacher whose work is unsatisfactory shall be furnished by the superintendent of schools with a written statement setting forth the nature of his or her incompetency. If improvement satisfactory to the superintendent is not made within one semester after the receipt of the statement, the probationary teacher shall be dismissed. The semester granted the probationary teacher in which to improve shall not in any case be a means of prolonging the probationary period beyond five years and six months from the date on which the teacher entered the employ of the board of education. The superintendent of schools on or before the fifteenth day of April in each year shall notify probationary teachers who will not be retained by the school district of the termination of their services. Any probationary teacher who is not so notified shall be deemed to have been appointed for the next school year. Any principal who prior to becoming a principal had attained permanent employee status as a teacher shall upon ceasing to be a principal have a right to resume his or her permanent teacher position with the time served as a principal being treated as if such time had been served as a teacher for the purpose of calculating seniority and pay scale. The rights and duties and remuneration of a teacher who was formerly a principal shall be the same as any other teacher with the same level of qualifications and time of service.

2. After completion of satisfactory probationary services, appointments of teachers shall become permanent, subject to removal for any one or more causes herein described and to the right of the board to terminate the services of all who attain the age of compulsory retirement fixed by the retirement system. In determining the duration of the probationary period of employment in this section specified, the time of service rendered as a substitute teacher shall not be included.

3. No teacher whose appointment has become permanent may be removed except for one or more of the following causes: immorality, incompetency, or inefficiency in line of duty, violation of the published regulations of the school district, violation of the laws of Missouri governing the public schools of the state, or physical or mental condition which incapacitates him for instructing or associating with children, and then only by a vote of not less than a majority of all the members of the board, upon written charges presented by the superintendent of schools, to be heard by the board after thirty days' notice, with copy of the charges served upon the person against whom they are preferred, who shall have the privilege of being present at the hearing, together with counsel, offering evidence and making defense thereto. At the request of any person so charged the hearing shall be public. During any time in which powers granted to the district's board of education are vested in a special administrative board, the special administrative board may appoint a hearing officer to conduct the hearing. The hearing officer shall conduct the hearing as a contested case under chapter 536 and shall issue a written recommendation to the board rendering the charges against the teacher. The board shall render a decision on the charges upon the review of the hearing officer's recommendations and the record from the hearing. The action and decision of the board upon the charges shall be final. Pending the hearing of the charges, the person charged may be suspended if the rules of the board so prescribe, but in the event the board does not by a majority vote of all the members remove the teacher upon charges presented by the superintendent, the person shall not suffer any loss of salary by reason of the suspension. Incompetency or inefficiency in line of duty is cause for dismissal only

after the teacher has been notified in writing at least thirty days prior to the presentment of charges against him by the superintendent. The notification shall specify the nature of the incompetency or inefficiency with such particularity as to enable the teacher to be informed of the nature of his or her incompetency or inefficiency.

4. No teacher whose appointment has become permanent shall be demoted nor shall his or her salary be reduced unless the same procedure is followed as herein stated for the removal of the teacher because of inefficiency in line of duty, and any teacher whose salary is reduced or who is demoted may waive the presentment of charges against him by the superintendent and a hearing thereon by the board. The foregoing provision shall apply only to permanent teachers prior to the compulsory retirement age under the retirement system. Nothing herein contained shall in any way restrict or limit the power of the board of education to make reductions in the number of teachers or principals, or both, because of insufficient funds, decrease in pupil enrollment, or abolition of particular subjects or courses of instruction, except that the abolition of particular subjects or courses of instruction shall not cause those teachers who have been teaching the subjects or giving the courses of instruction to be placed on leave of absence as herein provided who are qualified to teach other subjects or courses of instruction, if positions are available for the teachers in the other subjects or courses of instruction.

5. Whenever it is necessary to decrease the number of teachers because of insufficient funds or a substantial decrease of pupil population within the school district, the board of education upon recommendation of the superintendent of schools may cause the necessary number of teachers beginning with those serving probationary periods to be placed on leave of absence without pay, but only in the inverse order of their appointment. Nothing herein stated shall prevent a readjustment by the board of education of existing salary schedules. No teacher placed on a leave of absence shall be precluded from securing other employment during the period of the leave of absence. Each teacher placed on leave of absence shall be reinstated in inverse order of his or her placement on leave of absence. Such reemployment shall not result in a loss of status or credit for previous years of service. No appointment of new teachers shall be made while there are available teachers on unrequested leave of absence who are properly qualified to fill such vacancies. Such leave of absence shall not impair the tenure of a teacher. The leave of absence shall continue for a period of not more than three years unless extended by the board.

6. If any regulation which deals with the promotion of teachers is amended by increasing the qualifications necessary to be met before a teacher is eligible for promotion, the amendment shall fix an effective date which shall allow a reasonable length of time within which teachers may become qualified for promotion under the regulations.

7. A teacher whose appointment has become permanent may give up the right to a permanent appointment to participate in the teacher choice compensation package under sections 168.745 to 168.750.

8. Should the state mandate that professional development for teachers be provided in local school districts and any funds be utilized for such, a metropolitan school district shall be allowed to utilize a professional development plan for teachers which is known within the administration as the "St. Louis Plan", should the district and the teacher decide jointly to participate in such plan.

(L. 1963 p. 200 § 9-22, A.L. 1967 p. 238, A.L. 1998 H.B. 1469 merged with S.B. 781, A.L. 2005 H.B. 297 merged with S.B. 299, A.L. 2009 S.B. 291, A.L. 2010 H.B. 1543, A.L. 2013 S.B. 125)

(Source: RSMo 1959 § 165.590)

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Missouri General Assembly

## BOARD OF EDUCATION POLICES AND REGULATIONS

I have received a copy of the **Board of Education Policies and Regulations** of the St. Louis Public Schools listed below. Grievance procedures, where applicable, are also included. I have read and agree to abide by them during my employment with the District.

- R4121** Prohibits discrimination on the basis of an individual's race, color, sex, national origin, disability or veteran status. The grievance procedure for resolution of an employee complaint is also included.
- R4122** Prohibits discrimination on the basis of marital or parental status
- R4123** Describes compliance with the Americans with Disability Act (ADA)
- R4123.1** Describes requests for ADA accommodations
- R4123.2** Outlines the grievance procedures to resolve an employee's ADA complaint
- P4124** Prohibits discrimination based on sexual orientation
- R4632** Describes the general guidelines for leave under the Family and Medical Leave Act (FMLA)
- R4840** Describes the District's Code of Ethics and Conduct
- P4841/R4841** Prohibits the use of tobacco on Board premises and describes enforcement and prevention efforts
- R4843** Prohibits sexual harassment and describes the complaint procedures for sexual harassment
- P4844** Prohibits unlawful manufacture, distribution, dispensing, possession or use of a controlled substance

Social Security Number



Print Name

Latisha Metts

Date

8/1/06

Signature

Latisha Metts



## **Dr. Latisha Walker**

6211 Emma

St. Louis, MO 63136

dr.latishametts@hotmail.com - (314) 599-8339

### **Contents:**

1. Online Application
2. Attachment: Certificate
3. Attachment: Cover Letter
4. Attachment: Resume

Prepared for: Susan Reid  
St. Louis Public Schools  
Jun 19, 2014 4:06 PM

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# St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

## Personal Data

**Name:** Dr. Latisha Walker  
 (Title) (First) (Middle Initial) (Last)

**Other:** Other name(s) under which transcripts, certificates, and former applications may be listed:

**Email Address:** dr.latishamottis@hotmail.com  
 (Title) (First) (Middle Initial) (Last)

## Postal Address

Permanent Address		Present Address	
Number & Street:	6211 Emma	Number & Street:	2817 Dolfield
Apt. Number:		Apt. Number:	
City:	St. Louis	City:	Florissant
State/Province:	MO	State/Province:	MO
Zip/Postal Code:	63136	Zip/Postal Code:	63033
Country:	United States of America	Country:	United States of America
Daytime Phone:	(314) 399-8339	Phone Number:	(314) 599-8339
Home/Cell Phone:	0		

## Employment Desired

### Open Vacancy Desired:

JobID:	Administration:	Date Last Submitted	Experience in Similar Positions
601	Academic Instructional Coach at District-Wide	5/14/2014	1 year
795	Curriculum Specialist (Mathematics) at Teaching / Learning Suppo	5/14/2014	2 years

### Closed Vacancy Desired:

JobID:	Administration:	Date Last Submitted	Experience in Similar Positions
771	Assistant Principal (Ashland Elementary) at Ashland Elementary	4/11/2014	years
770	Assistant Principal (Earl Nance Sr. Elementary) at Earl Nance Sr Elementary	4/11/2014	2 years
774	Assistant Principal (Hamilton Elementary School) at Hamilton Elementary	4/11/2014	2 years
772	Assistant Principal (Summer High School) at Summer High	4/11/2014	2 years
666	Coordinator of School Intervention Programs at District-Wide	5/14/2014	1 year
769	Senior Risk Management and Compliance Analyst at Fiscal Control Office	Not Submitted	years
558	Elementary School Teaching: Math Specialist (Meramec Elementary) at Meramec Elementary	8/21/2013	-
555	Elementary School Teaching: Reading Specialist (Laclede Elementary) at Laclede Elementary	8/21/2013	-
250	Elementary School Teaching: Teacher Specialist (Monroe Elementary) at Monroe Elementary School	8/21/2013	7 years
194	Middle School Teaching: Teacher, Cross Categorical (Compton Drew ILC) at Compton Drew ILC	8/21/2013	10 years
676	Student Support Services: PBS Coordinator at Student Support Services	3/22/2014	years
557	Support Staff: Instructional Technology Specialist (Laclede Elementary) at Laclede Elementary	8/21/2013	-

## St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Date Submitted: 3/14/2014

Internal Candidate

### Position Desired:

Administration	Experience in Similar Positions
1. Academic Instructional Coach	1 year
2. Assistant Principal	2 years
3. Coordinator	1 year
4. Curriculum Coordinator	1 year
5. Dean	2 years
Career and Technical Education	
1. Teaching Positions	-
Elementary School Teaching	
1. Other Teaching Positions	2 years
2. Regular Classroom	13 years
High School Teaching	
1. Other Teaching Positions	-
Middle School Teaching	
1. Special Education	11 years
Student Support Services	
1. Behavior Intervention	4 years

### JobID 772 Questions

Please share why you are interested in this position and your unique qualifications for the position.

Being an administrator, one has the ability to impact the lives of hundreds of students, opposed to just the ones in his/her class. In addition, I administrators nourish, enrich, guide, and support teachers. They help good teachers become better, better teachers become great, great teachers become outstanding. This is important because teachers are before students each and every day. They are responsible for preparing lessons and delivering rigorous instruction which ultimately impacts student achievement.

Please list the five accomplishments in your professional career of which you take the greatest satisfaction and explain why you do so.

1. Increasing students district and state wide assessment exams.
2. Reducing the percentage of school wide discipline referrals.
3. Along side building principal, increase parental and community involvement.
4. Effectively use data to drive instruction and guide learning which resulted in greater student achievement.
5. Developed and maintained relationships with staff and students (Provided the foundation for my students to embrace and become life long learners).

### JobID 774 Questions

Please share why you are interested in this position and your unique qualifications for the position.

Being an administrator, one has the ability to impact the lives of hundreds of students, opposed to just the ones in his/her class. In addition, I administrators nourish, enrich, guide, and support teachers. They help good teachers become better, better teachers become great, great teachers become outstanding. This is important because teachers are before students each and every day. They are responsible for preparing lessons and delivering rigorous instruction which ultimately impacts student achievement.

Please list the five accomplishments in your professional career of which you take the greatest satisfaction and explain why you do so.

1. Increasing students district and state wide assessment exams.
2. Reducing the percentage of school wide discipline referrals.
3. Along side building principal, increase parental and community involvement.

## St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Date Submitted: 5/14/2014

### Internal Candidate

Please list the five accomplishments in your professional career of which you take the greatest satisfaction and explain why you do so.

4. Effectively use data to drive instruction and guide learning which resulted in greater student achievement.
5. Developed and maintained relationships with staff and students (Provided the foundation for my students to embrace and become life long learners).

### JobID 771 Questions

Please share why you are interested in this position and your unique qualifications for the position.

Being an administrator, one has the ability to impact the lives of hundreds of students, opposed to just the ones in his/her class. In addition, I administrators nourish, enrich, guide, and support teachers. They help good teachers become better, better teachers become great, great teachers become outstanding. This is important because teachers are before students each and every day. They are responsible for preparing lessons and delivering rigorous instruction which ultimately impacts student achievement.

Please list the five accomplishments in your professional career of which you take the greatest satisfaction and explain why you do so.

1. Increasing students district and state wide assessment exams.
2. Reducing the percentage of school wide discipline referrals.
3. Along side building principal, increase parental and community involvement.
4. Effectively use data to drive instruction and guide learning which resulted in greater student achievement.
5. Developed and maintained relationships with staff and students (Provided the foundation for my students to embrace and become life long learners).

### JobID 770 Questions

Please share why you are interested in this position and your unique qualifications for the position.

Being an administrator, one has the ability to impact the lives of hundreds of students, opposed to just the ones in his/her class. In addition, I administrators nourish, enrich, guide, and support teachers. They help good teachers become better, better teachers become great, great teachers become outstanding. This is important because teachers are before students each and every day. They are responsible for preparing lessons and delivering rigorous instruction which ultimately impacts student achievement.

Please list the five accomplishments in your professional career of which you take the greatest satisfaction and explain why you do so.

1. Increasing students district and state wide assessment exams.
2. Reducing the percentage of school wide discipline referrals.
3. Along side building principal, increase parental and community involvement.
4. Effectively use data to drive instruction and guide learning which resulted in greater student achievement.
5. Developed and maintained relationships with staff and students (Provided the foundation for my students to embrace and become life long learners).

## St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

### Internal Application

\* Please provide your SLPS employee identification number:

16465

\* Please list your current position:

Teacher

\* Please list your current location:

Ford Elementary

By providing my signature, I acknowledge that I am a current, active, employee at St. Louis Public Schools. I understand that by submitting this internal application, I may be considered for current employment opportunities within St. Louis Public Schools.

X Signed: Latisha Walker

Stamp: 20140514 14:06:56 PM; 00.100.917.46; Applicant - 875 - Latisha Walker;

### Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
SLPS Discipline/ Lead Teacher		801 North 11th Street St. Louis, Mo 63011 314 231-3720		Joseph Williams 3143830836 joseph.williams@slps.org	
Date From - Date To:	08/2006 -	Full or Part Time:	Full	Last Annual Salary:	50000
Reason for Leaving:	currently employed				
May we contact this employer?	Yes				
Responsibilities/ Accomplishments at this Position	In addition to items listed on attached resume: Ford School Leadership Team Member Superintendent's Teacher Advisory Council Member P.A.C.E. Intern Former Slps Curriculum Writer (team member) Guided Reading District Trainer 2012-2013 PBIS Building Chairperson Special Education Cluster Leader				
Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
St. Louis Academy Dean of Students Special Education		124 Delor St. Louis, Mo 63118		Delores Guyton	
Date From - Date To:	01/2003 - 08/2006	Full or Part Time:	Full	Last Annual Salary:	\$6000
Reason for Leaving:	school closed				
May we contact this employer?	No				
Responsibilities/ Accomplishments at this Position	Please see resume				

# **St. Louis Public Schools Online Application**

Walker, Latisha - AppNo: 75

Date Submitted: 5/14/2014

Internal Candidate

## **Education**

Please tell us about your educational background beginning with the most recent.

High School Attended: St. Charles Highschool  
 Graduation Status: H.S. Diploma

## **Colleges, Universities and Technical Schools Attended:**

### **Education Continued**

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected	Graduated
PA - Pennsylvania State System of Higher Education, Bloomsburg University of Pennsylvania	01/2004 05/2006	Education Hrs:	Teacher Leadership Hrs:	M.Ed	05/2006	
MO -University of Missouri, Columbia	05/2006 12/2008	Philosophy Hrs:	Teaching and Learning Processes Hrs:	Ph.D.	12/2008	
UCP	06/2000 05/2004	Business Hrs:	Hrs:	B.S	05/2004	
MO -University of Missouri, Columbia	06/2004 05/2006	Special Education Hrs:	Education Hrs:	M.Ed	05/2006	

Overall GPA	Undergraduate	Graduate
Major GPA	3.52/4	3.8/4
	3.52/4	3.8/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
Ed.D/Ph.D/etc.	24	Teaching and Learning

List honors, awards or distinctions you have earned:

## **Certification**

Do you hold a National Board for Professional Teaching Standards certification? No

Do you hold or anticipate a Missouri certificate? Certificate is held

## St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

### Certification Continued

Type	Certificate Number	Expiration Date	Status
Administrative Certificates (Initial, K-8 : Principal)		2015	Current
Elementary Education (Master, 1-6 : Elementary Education)		2106	Current
Special Education (Master, K-12 : Mild/Moderate: Cross Categorical)		2106	Current
Non-Stand-Alone Certificates (Master, K-12 : Special Reading)		2106	Current

Please list any other endorsements and/or verifications documented on your certificate(s):

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?
			mm/dd/yyyy	

List your out-of-state certified teaching/administration fields:

### Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. What personal characteristics define an excellent administrator?

**Visionary-** Someone who has a clear vision, and is able to get all educational stakeholders to buy into that vision.  
**Data Driven-** A person who has the ability to collect, analyze, and use data to guide instruction, make decisions, set goals, and make changes if necessary.  
**Instructional Leader-** An individual who can identify what great classroom instruction looks like and provides opportunities for teachers/staff to grow and develop professionally.  
**Team Approach-** Someone who realizes that he/she cannot complete the total task alone. This individual knows how to build a strong team, hire the right individuals and can/will hone in and utilize the skills and talents of each individual staff member in the building.

2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

Since children are the builders of tomorrow, I believe they must be in sync with the pace in which our society is transforming (technology). Technology is extremely critical if we as educators are adequately striving to ensure that all students graduate from high school with the skills and knowledge necessary to succeed in college, career, and life, regardless of where they live. As a classroom teacher, the integration of technology into all of my lessons became second nature and my students expected it. I provided a broad spectrum of experiences ranging from video lessons, PowerPoint presentations, video conferencing, and even live explanations of several science topics. In addition I provided many opportunities for my students to learn and use several different technological innovations. These experiences allotted my students a chance to develop a better understanding of the subjects and topics in which I prepared. Having such skills and abilities, I can provide training to teachers/staff in the area of effective technology integration, in addition to hosting professional development opportunities, modeling instruction on how to effectively integrate technology into lessons, and how to keep students engaged using technology.

# **St. Louis Public Schools Online Application**

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

## **Language Skills**

Do you know any language other than English? No

## **Professional References**

	Reference 1	Reference 2
Name:	Joseph Williams	Gercosa McGraw
School/Org:	SLPS Ford Elementary	Dewey International Studies
Current Position:	Principal	Teacher
Home Phone:		
Cell Phone:		
Work Phone:	3143830836	314 645-4545
Mailing Address:	1383 Clara St. Louis, Mo. 63108	
Email:	joseph.williams@slps.org	geressa.mcgraw@slps.org
Relationship to Candidate:	Supervisor	Former Co Worker
Years Known:	2	6
	Reference 3	Reference 4
Name:	Jarita Simms	Jacara Sproaps
School/Org:	Riverview Gardens School District	Dunbar Elementary School
Current Position:	Principal Intern	Principal
Home Phone:		
Cell Phone:		
Work Phone:	314 5463147	3143245412
Mailing Address:		
Email:	jaritams@yahoo.com	jacara.sproaps@slps.org
Relationship to Candidate:	Former Co Worker	friend
Years Known:	15	6

## **Referrals**

How did you hear about employment with us?

Other: District Web Site

## **Additional Information**

List any additional information which will help in determining your professional qualifications for a position.

# **St. Louis Public Schools Online Application**

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

## **Disclosures**

### **Contract Status**

- \* Are you currently under contract?

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Yes

always

permanent

anytime

### **Professional Status**

- \* Have you obtained tenure status in any other School District?

If Yes, where?

When?

- \* Have you ever been denied tenure?

No

No

If Yes, explain:

- \* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

- \* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

- \* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

Name:

Position:

Relationship:

No

- \* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

## St. Louis Public Schools Online Application

Walker, Latisha - AppNo: 75

Internal Candidate

Date Submitted: 5/14/2014

### Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

\* Are you eligible to work in the United States?

Yes

\* Have you ever been convicted of a criminal offense other than a minor traffic violation?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

\* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

\* Does your name appear on any Sex Offender Database in any state or country?

No

### Equal Opportunity Employer

St. Louis Public Schools is an Equal Opportunity Employer. St. Louis Public Schools ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. St. Louis Public Schools has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

### Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to Missouri State Statutes to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. District policy also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

**St. Louis Public Schools Online Application****Walker, Latisha - AppNo: 75****Date Submitted: 5/14/2014****Internal Candidate**

I, Latisha Walker, agree to all of the terms above.

**X****Signed: latisha metts-walker**Stamped: Wed May 29 2013 10:04:30 GMT-0500 (EDT); 75.00.144.68; Applicant - 075 -  
Latisha Metts-Walker

## St. Louis Public School's Daily Lesson Plan Template



Teacher(s): LaTisha Metts-Walker	Grade Level: 3- 6
Date: 05/13/14	Subject(s): ELA
<b>GLCA Common Core State Standards:</b> <ul style="list-style-type: none"> <li>✓ Determine the central ideas or information of a primary or secondary source; provide an accurate summary of the source distinct from prior knowledge or opinions.</li> <li>✓ Determine the meaning of words and phrases as they are used in a text, including figurative and connotative meanings; analyze the impact of a specific word choice on meaning and tone.</li> <li>✓ Engage effectively in a range of collaborative discussions (one-on-one, in groups, and teacher-led) with diverse partners on grade 6 topics, texts, and issues, building on others' ideas and expressing their own clearly.</li> <li>✓ Explain how an author develops the point of view of a character or speaker in a text.</li> </ul>	
<b>Essential Question(s):</b> How do authors inform readers of a (each) character's personality?	
<b>Lesson Objective(s):</b> SWBAT: analyze and assess character personality traits using the S.T.E.A.L. technique. SWBAT: understand elements of character development (e.g., character traits and motivations; stereotypes; relationships between character and plot development; development of characters through their words, speech patterns, thoughts, actions, narrator's description, and interaction with other characters; how motivations are revealed)	
<b>Higher Order Thinking Questions (minimum of 3):</b> <ul style="list-style-type: none"> <li>• What do you infer from Fern's statements in the last paragraph?</li> <li>• Based upon your inference, what predictions would you make?</li> <li>• What does Fern mean when he says: "I have miles to go before I sleep?" What details from the paragraph lead you to that conclusion?</li> </ul>	
<b>Vocabulary: (What is essential to understanding the concept? What strategy will be used to teach vocabulary?)</b> Ideas and organization, organization, voice, word choice, sentence fluency, conventions, presentation, traits	
<b>Lesson Steps</b>	
<b>Do Now: (1-3 minutes - prepares students for the lesson and sets the schema directly correlates with the activating strategy)</b>	
<b>QUESTION: What are some ways that an author can tell a reader the personality and character traits of the characters?</b>  (Directly in the text and indirectly, through how the character speaks, thinks, acts, looks, and the effect that they have on others (STEAL).	
<b>Activating Strategies: (Bridge with Do Now - video, startling statistics, anecdotes etc.)</b> <b>Learners are mentally active; strategies draw the learner into the lesson.</b>	
Read out loud an excerpt for the book <i>Charlotte's Web</i> (If applicable, the class will view a video clip of the same section read from novel.)	
<b>Instruction: (Provide list of tasks to be performed by teacher and students)</b> Determine what to use to instruct and model: cooperative learning, peer, distributed guided practice, distributed remarking, reciprocity, graphic organizers, role play, visual displays, formative assessment strategies. (Follow Instructional Cycle: I Do, We Do, You Do)	

# St. Louis Public School's Daily Lesson Plan Template



I (teacher) will model the S.T.E.A.L technique in a passage from Charlotte's Web by annotating on the Smartboard and thinking aloud.

-Go through each letter of the acronym while thinking aloud why each part represents the letter of the acronym.

\*S: Where Fern is speaking to her father about killing the runt.

\*T: \*\*\*NOT going to see every letter of acronym in every passage!\*\*\*

\*E: Her father stops when Fern chases after him crying. He loves his daughter.

\*A: Fern sobs, yells, and takes hold of the ax from her father -> shows compassion and determination

\*L: Her sneakers were sopping wet, tears ran down her face -> shows that she doesn't care how she looks, wears her heart on her sleeve.

I (teacher) will model S.T.E.A.L technique in a passage from The Witches with the students participating in annotating on the Smartboard and thinking aloud. \*Remember to ask students to explain why they chose each part of the excerpt for each letter of the acronym.\*

\*S: The Grandmother is speaking to her grandson about real witches. -> loves her grandson

\*T: \*\*\*NOT going to see all aspects of the acronym in every passage!\*\*\*

\*E: Grandmother could be instilling fear/vigilance in her grandson.

\*A: When instructing her grandson to listen carefully,

\*L: When describing what witches look like: they don't wear black hats, cloaks, or ride broomsticks/ They look like ordinary women...

## > Instruction :

Independent Work: Students will read passage independently while annotating/ highlighting for S.T.E.A.L

## > Instruction

\*Students will read a passage independently; annotate/highlight places where S.T.E.A.L is present.

\*Students will then work with their groups and cite specific evidence on S.T.E.A.L chart.

\* Students will then choose two character traits from the list of character traits that best describe their character for each letter of the acronym.

Students will share their work from both group and independent activities (select one student for each).

In addition: students will go through a webquest on the internet relating to Charlotte's Web. Students are asked to explore sites to answer questions and complete various tasks relating to characters in the novel.

Summarizing Strategies: (Concluding step to consolidate the learning and determine if the EQ is met)

How can the S.T.E.A.L technique help you with your reading comprehension skills? How can it help you with your writing skills? Be specific!

## Homework:

In a book of their choice, the students will use the S.T.E.A.L technique to determine characteristics of a character

## Additional Lesson Notes:

Analysis, Evaluation, Synthesis, Application

COPY

COPY FOR TRACHER'S FILE

**State of Missouri**

**Teacher's Certificate**

CERTIFICATE NUMBER: **0469274**

PRINTED ON THIS DATE: **04/16/2012**

**LA TISHA MICHELLE WALKER**

BS - 2002  
MA - 2004  
PE - 2004

is a license to teach in the public schools of Missouri in the specified subject area and grade levels as indicated.

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATION	EFFECTIVE DATE	EXPIRATION DATE
ELEMENTARY PRINCIPAL	K-12	INITIAL ADMINISTRATION	02/01/2011	02/01/2014
SPECIAL READING	K-12	CAREER CERTIFICATION	03/15/2012	03/15/2014
ELEMENTARY EDUCATION	K-12	CAREER CERTIFICATION	03/15/2012	03/15/2014
MIDDLE CROSS CATEGORICAL	K-12	CAREER CERTIFICATION	03/15/2012	03/15/2014

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority will render the certificate void.

*Christina Walker*  
Commissioner of Education

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

LA TISHA MICHELLE WALKER  
2817 DOLFIELD DRIVE  
FLORISSANT MO 63031

COPY FOR TRACHER'S FILE

original

**State of Missouri**

This certificate issued by authority of the State Board of Education is

**LA TISHA MICHELE METTS**

is a license to teach in the public schools of Missouri in both specified subject areas of certificate required.

**Teacher's Certificate**

CERTIFICATE NUMBER: 0424178

PRINTED ON THIS DATE: 7/21/2008

BS 42002

SUBJECT OR SERVICE	GRADE LEVEL	TYPE OF CERTIFICATE	EFFECTIVE DATE	EXPIRATION DATE
MILM00B CROSS CATEGORICAL	K-12	INITIAL PG	7/15/2008	7/15/2012

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any modification on this certificate other than by issuing authority will render the certificate void.

Commissioner of Education

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

16465

LA TISHA MICHELE METTS  
6211 EMMA  
ST. LOUIS MO 63138

COPY FOR SUPERINTENDENT

LaTisha Metts-Walker  
2817 Dolfield Drive  
Florissant, Mo. 63033  
314 599-8339

To Whom It May Concern:

I am writing this letter to express my interest in the Lesson Plan Writer (Elementary English Language Arts/ Math) position that is currently available in our district. My previous experience in curriculum writing, in addition to my documented track of utilizing technology and providing rigorous and relevant instruction which resulted in significant academic gains, makes me an ideal candidate for the position. In addition, I possess exceptional interpersonal skills and the ability to communicate and work effectively on a team.

Thank you for your consideration. I look forward to hearing from you to arrange an interview.

Sincerely,  
LaTisha Metts-Walker Ph.D

**LATISHA M. WALKER PH.D**

2817 Dolfeld Drive, Florissant, Mo. 63021 | (314) 599-8389 | latishamw@slps.org

**EDUCATION**

University of Mo

Ph.D. in Philosophy: Teaching and Learning Processes

2006

Dissertation: "An In Depth Comparison of Academic Growth and Achievement Among Students in a Self-Contained Special Education Classroom and Students in a General Education Classroom; While

Implementing Specified Differentiated Instruction Teaching Techniques and Selected Cooperative Learning Instructional Strategies."

Penn. State University

M.Ed Teacher Leadership/Educational Administration

2004

University of Phoenix

B.A. Business Management

2002

**SKILLS/ABILITIES**

- Ability to train, coordinate, communicate, arbitrate, coach, and group facilitate.
- Ability to design curricula, incorporate learning strategies, problem solve, and create visual aids.
- Ability to evaluate, examine, assess performance, interpret test results, and monitor progress.
- Ability to assess needs, identify targets, set priorities, design evaluation models, identify relevant information, make hypotheses about any unknown phenomena, design a process, estimate the cost of a project, as well as research funding sources.
- Ability to screen, place, and identify student, staff and building needs.
- Ability to make my values, mission, and vision VISUAL and VIRAL.
- Strong written and verbal communication skills.
- Demonstrated track record of outstanding instructional excellence as a teacher and leader.
- Demonstrated ability to understand data and translate data into action for multiple stakeholders, including teachers and students.
- Successfully coached and managed teachers toward high academic results.

**POSITIONS HELD****ADMINISTRATION EXPERIENCE****Discipline /Teacher in Charge**

2012-2019

- Provided leadership and supervision in the areas of special education, instruction, curriculum, student support services, staff development, technology, discipline, school improvement, testing and accountability, and data analysis.
- Developed, implemented, coordinated, and evaluated the school's strategic plan to address and eliminate the achievement gap.
- Served as a mentor and provided mentors for new and first year teachers.
- Created and implemented a school wide PBIS Behavior Matrix model for staff and students.
- Planned and supervised several school events.
- Organized and participated in administrative team activities.
- Alongside building principal, assisted in planning and managing the school budget.
- Reviewed custodial services, maintenance, and food service procedures; participated in a custodial/ maintenance building inspections.
- Helped plan and evaluate the building safety plan.
- Organized evacuation drills.
- Assisted in planning/reviving the master schedule.
- Reviewed the use of technology as an instructional tool for teachers.
- Provided professional development sessions to staff on the use of technology as an instructional tool, and Rigor and Relevance.
- Participated and provided leadership with planning, implementation, and supervision of the district curriculum (PLC's, observations, and Focused Learning Walks).
- Handled/monitored student discipline by working with central office administration, teachers, students, and parents of students involved in discipline cases.
- Provided leadership for school assembly programs, end of year promotion ceremonies, and other student programs.
- Reviewed and revised the process for selection and distribution of textbooks and other instructional materials.
- Monitored and evaluated teacher instructional programs, instructional practices, and delivery methods.
- Provided feedback and support to teachers in effort to maximize rigor and instruction in the classroom.
- Provided ongoing monitoring of student and school data: implemented building changes and procedures, instructional methods and lesson planning based on constant changing data.

**DR. LATISHA M. NETTS- WALKER PH.D**

**PAGE 2**

**SLPS- SYLVAN AFTER-SCHOOL EDUCATIONAL PROGRAM DIRECTOR**

**2011-2013**

- Responsible for overseeing and monitoring individual student progress throughout program.
- Recruit and train program staff and volunteers.
- Approve and input employee work time and salary.
- Compile program statistics.
- Monitor and evaluate the effectiveness of and participation in program.

**BALANCED LITERACY/GUIDED READING TEACHER TRAINER/COACH - SLPS**

**2010-2012**

- Developed and supported a culture of reflective teaching practices among SLPS teachers.
- Coach teachers, model lessons, and provided feedback to colleagues and district personnel in order to effectively implement Balanced Literacy/Guided Reading in all SLPS elementary school classrooms.

**SCHOOL LEADERSHIP COMMITTEE MEMBER**

**2009-PRESENT**

- Plan and implement ways to increase a school's effectiveness.
- In collaboration with school administration and staff, monitored the quality and effectiveness of the School Improvement Plan and the implementation of any needed modifications or changes.
- Participated in classroom observations and classroom walk through using the MSIP observation form.
- Compiled and analyzed data from MSIP forms, presented the findings to building staff during professional development, and with the help of administration, developed a plan of action to increase rigor and technology use throughout the building.
- Using school and district performance data created and implemented a plan of action to increase student achievement.

**SPECIAL EDUCATION INSTRUCTIONAL/TEAM LEADER**

**2006-20011**

- Serve as the chairperson for team evaluation meetings.
- Responsible for the provision of services to students identified as special needs and for all services that provide assistance to those students.
- Assisted the Director of Special Education in carrying out all mandates as outlined by the Federal IDEA and as defined under Chapter 766 of the Missouri General Laws.
- Implemented all programs and placements of students as determined by the TEAM Evaluation Process.
- Implemented federal, state, and local laws, policies, regulations, and procedures and protocols including the implications of liability and requirements of due process.
- Assisted the Director of Special Education and building principal in finding the best combination of educational programs, and other services, for each school-age child with special needs.
- Assisted the Director of Special Education in coordinating testing and diagnostic procedures including psychological and counseling services as they relate to special education.
- Oversaw the referral process, team meeting process, and adherence to Individual Education Programs based on eligibility guidelines and in accordance with Federal and State requirements and was responsible for seeing that all timelines are met and all required paperwork is completed.

**Dean of Students**

**2004-2006**

- Upheld the school/district's student conduct code. Counseled students to acknowledge and manage responsible personal conduct.
- Helped to resolve problems that impede student learning and/or participation in school activities.
- Monitored attendance.
- Help to supervise student activities as directed (e.g., arrivals/departures, parking lots, lunch periods, hall duty, extracurricular programs, etc.).
- Prepared and maintained accurate records. Submitted reports on accurately and timely.

**TEACHING EXPERIENCE**

**Ed2Net**

Online Instructor (Math and English I)

**2008-Present**

**St. Louis Public Schools**

5th Grade Classroom Teacher

**2006-Present**

C2 Cross Categorical Self-Contained Teacher

**St. Louis Academy**

High school Special Education Cross Cat. Teacher/Dean of Students

**2004-2006**

DR. LATISHA M. METTS- WALKER PH.D

PAGE 3

Thurgood Marshall Academy  
1st Grade Teacher

2002-2004

**Certifications**

- Department of Elementary and Secondary Education Principal/Administration
- Department of Elementary and Secondary Education Special Education Mild/Mod Cross Categorical (K-12)
- Department of Elementary and Secondary Education Elementary Education (1-6)
- Department of Elementary and Secondary Education Special Reading (K-12)

**AWARDS, ACADEMIES, ACCOMPLISHMENTS**

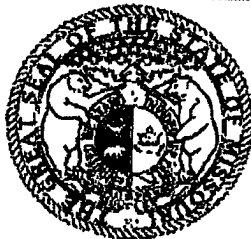
- Designed and constructed a Distance Adult Education Business Management Certificate Program of Study  
<https://sites.google.com/site/lakadinkiprogamme/>
- Teacher of the Year, St. Louis Academy 2005
- Nominee for Pettus Excellence Award Teaching, SLPS 2011

# State of Missouri

This certificate issued by authority  
of the State Board of Education to

**LA TISHA MICHELE METTS**

Is a license to teach in the public schools of Missouri as  
herein specified, unless such certificate is revoked.



## Educator's Certificate

BACCALAUREATE DEGREE	2002
MASTERS DEGREE	2006
DOCTORAL DEGREE	2008

Subject or Service	Grade Level	Type of Certificate	Effective Date	Expiration Date	Status
ELEMENTARY PRINCIPAL	K-8	INITIAL ADMIN CERTIFICATE	02/08/2012	02/08/2016	ISSUED CERTIFICATE
MILD/MOD CROSS CATEGORICAL	K-12	CAREER CERTIFICATE	03/15/2012	03/15/2111	ISSUED CERTIFICATE
ELEMENTARY EDUCATION	1-6	CAREER CERTIFICATE	03/15/2012	03/15/2111	ISSUED CERTIFICATE

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
Any entry made on this certificate other than by issuing authority will render  
the certificate void.

*Chris L. Hiestro*

Commissioner of Education

## Certificate Status | Educator Certification

Page 1 of 1

Missouri  
EDUCATION

## Certificate Status

## District

- Profile
- Personal Work Log
- Certificate Status
- Education
- Sub Cert Log
- Non Public PD Reporting
- Search Sub Certs
- Applications
  - Administration
    - Transition Upgrade
    - Career Upgrade
  - Student Services
    - Upgrade Student Serv
- ATI
- Reactivation Cert.
- YAC Certificate
- Upgrade AEL Cert
- Upgrade Vocational (Career Ed)
- Upgrade Professional
- Provisional Cert
- Endorsement Cert
- Adult Education Supervisor
- Career Education Counselor
- Career Services Coordinator
- Reports
  - Reports Menu
  - Reports MyView
- Help/Questions
- Web Application Menu
- Logout/Logout

## Selection Criteria

Educator ID: 326802  
 Name: LATISHA MICHELE MITTS  
 Address: 2711 CHAPEL COVE COURT  
 City: FLORISSANT  
 Personal Phone: (314) 599-8338  
 Work Phone: ( ) - -  
 Email Address: LATISHA.MITTS@DESE.MO.GOV

Social Security Number: [REDACTED]

State: Zip: 63091-0000

## Record(s)

Certification					
Subject Area/Grade Level	Classification	Effective Date	Expiration Date	Status	Evaluation
MILD/MOD CROSS CATEGORICAL K-12	CAREER CPC	08/15/2012	08/15/2011	ISSUED	
ELEMENTARY ED 1-6	CAREER CPC	08/15/2012	08/15/2011	ISSUED	
MILD/MOD CROSS CATEGORICAL K-12	INITIAL PC	08/15/2008	08/15/2012	ISSUED	
ELEMENTARY ED 1-6	INITIAL PC	02/08/2010	08/15/2012	ISSUED	

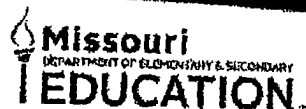
Email: certinfo@deese.mo.gov

Current User: JROBINSON Last Modified User: BMCHRW1 Last Modified Date: 6/3/2012 2:05:48 PM

"Missouri public schools: the best choice...the best results!"

Quality Matters 2.0 Approved

Ver: 7.16.1024



## Educator Qualifications

### Educator Credentials

#### Selection Criteria

To search for an educator, select a Year then select either a District, Educator ID, or Last Name and SSN.

Year: **2014-15**

► District:

► Educator ID:

▼ Last Name & SSN:

Last Name: metts

SSN:

#### Educator Credentials:

Report Date: July 31, 2014

Name: METTS, LA TISHA MICHELE Educator ID: 326802

Degree: BACHELOR 06/08/2002

Certification				
Subject Area/Grade Level	Classification	Effective	Expiration	Status
ELEMENTARY EDUCATION 1-6	CAREER CPC	08/15/2012	08/15/2111	ISSUED
MILD/MOD CROSS CATEGORICAL K-12	CAREER CPC	08/16/2012	08/16/2111	ISSUED
ELEMENTARY EDUCATION 1-6	INITIAL PC	02/09/2010	08/15/2012	EXPIRED
MILD/MOD CROSS CATEGORICAL K-12	INITIAL PC	08/15/2008	08/15/2012	EXPIRED

Content Expertise		
Content Area	Year	Source
ED OF EXCEPTIONAL STUDENTS: MILD MOD DISABILITIES	2008	Praxis
EDUCATION OF EXCEPTIONAL STUDENTS: CORE KNOWLEDGE	2008	Praxis
ELEM EDU: CURRICULUM, INSTRUCTION AND ASSESSMENT	2010	Praxis
PRINCIPLES OF LEARNING & TEACHING (7-12)	2008	Praxis

► Definitions:

► Staff Assignment Report for Selected School Year:

► Definitions:

"Missouri public schools: the best choice...the best results!"



# Board of Education petition

Requesting the Attorney General to file charges  
seeking discipline of a holder of a certificate of  
license to teach (§168.071.2, RSMo Cum. Supp. 2005)

## Return to:

Missouri Attorney General's Office  
Attn: Teacher Certification Discipline  
PO Box 899  
Jefferson City, MO 65102

MISSOURI ATTORNEY GENERAL  
CHRIS KOSTER

573-751-1143  
ago.mo.gov

## PETITIONER'S INFORMATION

Richard T. Sullivan

CEO

PETITIONER'S NAME

POSITION

St. Louis Public Schools

City of St. Louis

SCHOOL DISTRICT

DISTRICT LOCATION

## TEACHER'S INFORMATION

LaTisha Metts Walker

( 314 ) 599-8339

TEACHER'S NAME

CURRENT HOME PHONE

2817 Dolfield Drive

Florissant

MO

63031

CURRENT ADDRESS

CITY

STATE

ZIP

SCHOOL WHERE TEACHER WAS/IS WORKING Ford Elementary School

1383 Clara Ave.

St. Louis

MO

63112

SCHOOL'S ADDRESS

CITY

STATE

ZIP

## FACTS

Specific subsection of §168.071.1, RSMo Cum. Supp. 2005, under which petitioner believes teacher should be disciplined 168.071.1(3)

Complete statement of facts giving rise to this petition (attach additional pages as needed):

Provide copies of any documents, including correspondence, notes and minutes of meetings, in your possession that petitioner believes provide information relevant to the allegations.

See attached.

**FACTS**

List **every** person having first-hand knowledge of facts giving rise to this petition (attach additional pages as needed):

Charles K. Burton	Employee Relations, Coordinator	( 314 ) 345-2251
NAME	POSITION	HOME PHONE
801 N. 11th Street	St. Louis	MO 63101
HOME ADDRESS	CITY	STATE ZIP
NAME	POSITION	( )
HOME ADDRESS	CITY	HOME PHONE
NAME	POSITION	( )
HOME ADDRESS	CITY	HOME PHONE
NAME	POSITION	( )
HOME ADDRESS	CITY	HOME PHONE
NAME	POSITION	( )
HOME ADDRESS	CITY	HOME PHONE

Has law enforcement been involved in this matter? If so, please list each agency involved.

N/A

Is there any other civil or criminal litigation involving any aspect of the facts raised by this petition? If so, to the best of your knowledge, please list the names of all cases and courts in which such litigation is pending.

N/A

CASE NAME	COURT
CASE NAME	COURT
CASE NAME	COURT

Submitted by Richard T. Sullivan ( 314 ) 345-2230

NAME PHONE

801 N. 11th Street St. Louis MO 63101

ADDRESS CITY STATE ZIP

**VERIFICATION STATEMENT**

I attest that I am authorized to petition the Attorney General of Missouri by a majority of the Board of Education of

*Richard T. Sullivan* CEO

PETITIONER'S SIGNATURE

**NOTARY SIGNATURE**

Subscribed and sworn before me, this \_\_\_\_\_ day

of \_\_\_\_\_, 2\_\_\_\_\_.

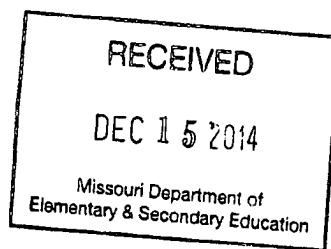
NOTARY PUBLIC'S SIGNATURE

Please return the  
completed petition  
and all required  
documentation to:

Missouri Attorney General's Office  
Attn: Teacher Certification Discipline  
PO Box 899  
Jefferson City, MO 65102

REVISED JANUARY 2009

December 15, 2014



Missouri DESE  
205 Jefferson Street  
P.O. Box 480  
Jefferson City, MO 65102-0480

**VIA EMAIL**

**Re: Department of Elementary and Secondary Education v. LaTisha Michele Metts  
Case No. HR-14-073**

Dear Counsel:

This letter will serve notice that our office represents Ms. LaTisha Michele Metts in reference to the listed Case No. HR-14-073.

Due to a sudden death of an immediate family member, I am requesting on the behalf of our client a continuance for this matter from the scheduled December 17, 2014 hearing date.

In the meantime, our office will submit an Entry of Appearance and look forward to your response.

We thank you for your understanding and please don't hesitate to contact our office for any additional information concerning this matter.

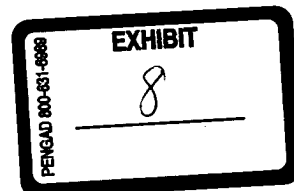
Sincerely,

*Maurice Belle*

Maurice Belle  
The Law Group, LLC

MB/jm

cc: Thomas Bradshaw



**BEFORE THE STATE BOARD OF EDUCATION  
STATE OF MISSOURI**

**IN THE MATTER OF:**

**Department of Elementary and  
Secondary Education,  
Petitioner,**

**v.**

**La Tisha Michelle Metts  
Respondent.**

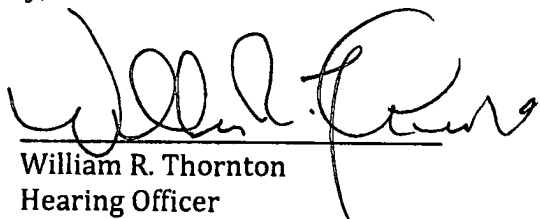
**Case No. HR 14-073**

**ORDER**

On April 28, 2015, a Motion for Continuance was filed on behalf of Department of Elementary and Secondary Education on the above styled cause to allow the Petitioner to depose La Tisha Michelle Metts.

IT IS HEREBY ORDERED, that the hearing is continued until 9:00 a.m. on July 23, 2015, in State Board Room located on the first floor of the Jefferson State Office Building, 205 Jefferson Street, Jefferson City, Missouri.

Date: 4-29-15

  
William R. Thornton  
Hearing Officer  
Department of Elementary and Secondary  
Education  
P.O. Box 480  
Jefferson City, MO 65102-0480  
Telephone (573) 751-3527  
Facsimile (573) 522-4481

c: Todd C. Lucas, Attorney for Petitioner  
Maurice Belle, Attorney for Respondent

